TUSCALOOSA COUNTY
School System

2026-2027
SALARY SCHEDULE

ADOPTED BY:
THE TUSCALOOSA COUNTY BOARD OF EDUCATION
1118 Greensboro Avenue
Tuscaloosa, Alabama 35401

September 15, 2026

Effective October 1, 2026
(Supplements effective September 1, 2026)

The Tuscaloosa County Board of Education provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, gender, age, disability, sex, marital status, national origin, genetics, or protected veteran status in accordance with applicable federal, state, and local laws. This statement applies to all terms and conditions of employment including, but not limited to, hiring, placement, promotion, termination, layoff, recall and transfer, leaves of absence, compensation, and training.

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A MESSAGE FROM THE SUPERINTENDENT…..

The Tuscaloosa County School System offers its students a world-class public education system. We have many successes to celebrate in our schools. We are a school system worth supporting and strengthening as we know there is no better investment in tomorrow than meeting the educational needs of all students today.

Our financial challenges continue even though we have been able to make some advancement due to the careful financial management by our Board. For the 2026-2027 school year, our system budget amounts to approximately $235 million dollars with approximately 78% of those expenditures going toward salaries and benefits. We continue to direct funds toward instructional purposes as our priority and keep other expenditures as low as possible. With approximately 2400 employees, personnel expenses comprise a large part of our system's budget.

We fully recognize that the pride of our school system is exemplified in our employees as they strive to meet the needs of our students daily. On behalf of the members of our Board of Education, let me thank you for the work you do every day so that our students may have the best education possible. Have a great school year!

Sincerely,

Dr. Daniel Bray, Ph.D.
Superintendent

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Sherry Langley….....….....Chief School Financial Officer

TUSCALOOSA COUNTY SCHOOL SYSTEM
Salary Schedule
2026-2027

INTRODUCTION

The purpose of this salary schedule is to convey wage and salary information to the employees of the Tuscaloosa County School System and the public. In adopting this revised schedule during the fall of 2018, the Tuscaloosa County Board of Education anticipates that certain goals would be met by its use. These goals are as follows:

1. To provide an ability to discriminate between different skill levels and seniority ranks in positions.
2. To furnish an equitable means for the future adjustment of remuneration should funds become available.
3. To meet the salary adjustments as required by Alabama Law.
4. To meet Federal and State minimum wage mandates.

ASSUMPTIONS

In the preparation of any salary schedule, certain assumptions must be made, implicitly or explicitly. It is the opinion of the Board that maximum benefit will accrue when these assumptions are made explicit. The assumptions under which this salary schedule were prepared are as follows:

1. Any new employees will begin employment under the salary guidelines in this schedule.
2. Current employees compensated above this schedule will remain "grandfathered" at existing rates of pay or salary schedules until retirement, termination, or job change.
3. Unless otherwise mandated by the State Legislature (i.e., State matrices), salary increases or raises will be made by applying an across-the-board percentage to this schedule of base salaries or wages for all employees and to previously existing schedule or salary bases for grandfathered employees.
4. Wages will be increased in a step fashion up to a predetermined maximum to reflect an employee's increasing competence over the tenure of employment.
5. Employees performing equivalent tasks will receive equivalent remuneration.
6. All employees should be duly certified for their respective positions.
7. All employees shall be paid in 12 equal monthly installments, regardless of the length of the contract (except for new nine (9) month employees who shall be paid in 13 monthly installments).
8. A certified employee whose pay is based on the state minimum salary schedule is entitled to be paid for the highest recognized degree earned at an accredited institution. The pay will begin with the first pay period after the advanced degree is recognized by the State Superintendent of Education pursuant to the Pay Raise Bill (Act #2016-198, House Bill 121).
9. Twelve-month contracts run July 1 through June 30 and are paid current, not one-month in arrears.
10. If position contracts extend beyond the stated number of days, salaries and/or ranges will be paid at the daily rate.
11. If a position contracted is for work of less than the regular daily hours for that employee type, calculate salary using the hourly rate x days contracted to work = Annual Pay. The hourly rate is calculated as follows: Annual Pay/days contracted to work = Daily Pay; Daily Pay/daily hours = Hourly Rate.
12. In the event an error is made in the calculation and/or payment of an employee's salary, the Board has the legal authority and right to make the proper adjustments and corrections during the current year.

THE EFFECT OF THE FAIR LABOR STANDARDS ACT

The case of *Garcia vs. San Antonio* reapplied the provisions of the Fair Labor Standards Act (FLSA) of 1938 and its amendments to certain employees in education, particularly the provision dealing with additional compensation for overtime work. Pursuant to Board Policy, supervisors must secure approval from the Superintendent or designee prior to allowing a non-exempt employee to work overtime. Under the FLSA, this additional compensation is generally provided by paying the employee for additional hours worked over 40 hours in a work week at a rate of one and one-half times the regular rate at which the employee is actually paid.[1]

Compensatory release time is available to 12-month employees and, in limited cases, may be used in lieu of overtime pay within the system. The use of compensatory release time for leave purposes must be approved by the employee's supervisor in advance, may only be used in full or half-day increments, and must be used in the pay period in which it accrued[2].

In accordance with Title 29, Part 541, of The Code of Federal Regulations, revised June 1983, most positions listed in this proposal are subject to the provisions of the FLSA (i.e., are nonexempt). Exempt positions are not entitled to overtime pay or compensatory release time. As outlined in the Code, exempt employees are those that meet one or more of the following criteria:

1. Executive, administrative, and professional (certified) employees, including teachers, registered nurses and academic administrative positions (e.g., director).
2. Non-certified employees (a) whose primary duties consist of the management of the enterprise in which they are employed, (b) who customarily direct the work of two or more employees, (c) who have the authority to hire or fire or whose suggestions and recommendations as to the hiring, firing, or other change of status decisions for other employees will be given particular weight, and (d) who customarily and regularly exercise discretionary powers.

Employees not meeting one of the above criteria are subject to the provisions of the FLSA and are eligible for additional compensation for work performed in excess of forty hours per week.

WORK SCHEDULES FOR NON-EXEMPT EMPLOYEES

All employees must observe the attendance rules regarding hours of work. Employees are in "pay status" when working or when on authorized paid leave. The Superintendent and/or supervisor in charge shall have the right to establish time schedules to encompass said employee's workday. Said work schedules shall comply with the FLSA. An employee's regular workday and work week hours are determined by his/her employee type. Whenever possible, an employee's schedule should be adjusted within the Sunday – Saturday work week to not exceed scheduled hours. Pursuant to Board Policy, supervisors must secure approval from the Superintendent or designee prior to allowing a non-exempt employee to work overtime. If a Supervisor allows an employee to work overtime without such prior authorization, the department or school worksite will be responsible for any overtime paid to the employee.

Every employee is expected to comply with established work hours and work schedules. At no time should a non-exempt employee work overtime, extended time, or outside of his or her regular schedule without the approval of his or her supervisor. If an employee's work time along with their authorized paid leave is

[1] If a non-exempt maintenance employee is required to work by his/her supervisor because of an emergency on a scheduled TCSS holiday or system closure, the maintenance employee will be paid at one and one-half times the regular rate at which the employee is paid, regardless of whether the hours constitute overtime. If, because of an emergency, a maintenance employee is required to work on the following days: Thanksgiving Day, the Friday after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day, the maintenance employee will receive double-time their regular rate of pay, regardless of whether the hours constitute overtime.

[2] Non-exempt maintenance employees may continue to accrue and use compensatory time as in past years.

less than their scheduled work hours for the week, payroll will use compensatory time, vacation time, and personal leave (in that order) to offset any hours worked less than their scheduled hours for the week.

REPORTING TIME FOR NON-EXEMPT EMPLOYEES

The FLSA requires that we record time for all non-exempt employees. Therefore, all non-exempt employees are required to accurately record their work hours using the TCSS-approved time clock system. All non-exempt employees (see the salary schedule for non-exempt/exempt status) are required to clock at the beginning and end of each scheduled shift, when beginning and ending a duty-free lunch, and when an employee departs the work site for a non-work activity (e.g., doctor's appointment). The Time and Attendance system (time clock) integrates with our Absence Management System. The Absence Management System enters the reason code for each absence as the information is transferred into the automated payroll system. Therefore, it is essential for employees to both accurately utilize the time clock system as well as our absence reporting system. Non-exempt employees who are employed in more than one role paid from different funding sources (e.g., a special education paraeducator who works extended day) are required to maintain accurate time clock records for both roles.

PART-TIME EMPLOYMENT

A part-time, regular employee must work at least 20 hours per week (.5 FTE) to be eligible for personal and sick leave, as well as most of the other fringe benefits.

EMPLOYEE BENEFITS

All employees are strongly encouraged to visit the Retirement Systems of Alabama website periodically at www.rsa-al.gov for more detailed information concerning Teacher Retirement, Insurance, and RSA-1 (tax deferred savings account). From this website, you can access retirement and insurance handbook and forms in addition to your RSA Member Online Services (https://mso.rsa-al.gov). Your RSA Member Online Services allows you to view your TRS statement, RSA-1 statement, and change your contact information. PEEHIP members can view current coverages, update contact information, and enroll, change, or cancel coverage during Open Enrollment. New members can enroll in PEEHIP within the first 30 days of employment. You will need to register by creating a User ID and Password. For specific questions concerning retirement or insurance, you may call RSA/PEEHIP toll-free at 1(877) 517-0020.

INSURANCE

The Public Education Employee Health Insurance Program (PEEHIP) offers insurance administered by and Blue Cross/Blue Shield insurance are offered to regular employees. The coverage costs are published annually in the PEEHIP Member Handbook located at www.rsa-al.gov. Additional monthly premiums are charged for enrolled members who smoke or use tobacco products. Members and their covered spouses who are enrolled in the PEEHIP BCBS Health Plan are required to complete the applicable wellness activities by August 31 of each year in order to earn the fifty ($50) monthly wellness premium waiver.

The Board pays $800 for the remainder of coverage for the employee for each month of earned insurance allocation. Costs are subject to change each year.

Supplementary insurance is available at the current PEEHIP rate to enrolled employees. Dental, vision, cancer, and indemnity policies are offered through New Southland Insurance Company at no cost to regular, full-time employees if PEEHIP is not used. Classified regular employees working two hours daily, but not full time, are subject to receiving some credit for insurance. They may purchase two of the supplemental insurance policies or apply the credit toward hospital insurance and pay the difference. A pre-tax cafeteria-type plan is available for the purchase of hospital and supplemental insurance through American Fidelity Assurance Company.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

The Board provides employees and their family members access to EAP without discuss or intervention. EAP provides free assessment, short-term counseling, and referral service to assist with problems including stress, finances, marriage/relationships, parent-child relationships, and substance abuse.

Employees may contact the Employee Assistance Program directly:

Employee Assistance Program
(877) 221-6651
(205) 650-0576
Fax (205) 764-5995
Riveroakshealth.org
contactus@riveroakshealth.org

TEACHER RETIREMENT

All full-time employees are eligible and required to participate in the Alabama Retirement program. Tier 1 employee contributions are 7.5%. Tier 2 employee contributions are 6.2%. Members hired on or after January 1, 2013, are classified as Tier 2 participants.

LEAVE DAYS AND VACATION

Prompt and regular attendance are essential functions of all TCSS job positions. TCSS employees are provided leave pursuant to Federal and Alabama law as well as TCSS policy. It is the employee's responsibility to timely report absences using the TCSS Absence Management System (AESOP) as well as to comply with all TCSS leave policies.

Sick Leave - Each full-time employee will accrue sick leave at the rate of one day per month of contract (the 12-month employee will earn 12 sick leave days per year; the 9-month employee will earn 9 days). Effective August 1, 2001, full-time employees will be allowed to accumulate an unlimited number of sick leave days. All accumulated sick leave days, not to exceed one day per month of employment, may be used for retirement purposes. Sick leave days may be taken in one-half or full day increments.

Personal Leave - Each full-time employee will accrue five personal leave days per year that are non-cumulative from year to year. Personal leave days may be taken in one-half or full day increments. Two days for employees with 10 years' comparable experience or more will cost the current in-system pay rate for substitutes per day for respective employment positions. Experience is defined as the number of years of service in a particular position, job, or classification. Three days for all other employees will cost the current in-system pay rate for substitutes per day for respective employment positions. The substitute cost will be incurred even if no substitute is required. Part-time classified employees (i.e., those working less than twenty hours per week) are ineligible for these benefits. Personal leave days may be converted to sick leave days if not used during the contract year.

Effective August 1, 1997, the certified employee has two (2) options relative to the two (2) State provided personal leave days. They are as follows:

1) Receive reimbursement for either or both days if not used, **OR**
2) Apply either or both days to the employee's current accumulated sick leave days.

Classified employees cannot receive reimbursement for personal leave days not used.

Vacation Leave - Vacation leave for twelve (12) month employees is available July 1st, or the first day of employment if hired later in the year. Vacation days are earned at a rate of 1 day per month, not to exceed twelve (12) days per year. Vacation days are earned on the last working day of the month and are only earned for a full month of employment. Employees will be allowed to carry-over no more than eight (8) vacation days from June 30th to the next year, not to exceed more than twenty (20) days. Any vacation

days taken in advance of actual accrual must be repaid upon separation of employment. Vacation days must be approved in advance by an employee's supervisor or building principal. TCSS does not pay employees for accrued, but unused, vacation days upon separation of employment.

Longevity Leave Day: Upon reaching 15 years of experience, each employee will earn a longevity leave day that is non-cumulative from year to year. This is at no cost to employee and cannot be converted to accumulative sick leave days. Experience is defined as the number of years in a particular position, job, or classification.

Professional/Work-Related Leave: Professional employees may request professional leave days for development purposes. These requests must be approved by the Principal and the Deputy Superintendent, or designee. A limited number of professional leave days is available at each school.

Sick Leave Bank: Employees may elect to be members of the sick leave bank. Each member "deposits" two days into the bank and then is eligible to borrow up to 10 days upon approval of the Sick Leave Bank committee. The member must submit an application to borrow days. Applications are available with local school bookkeepers or by contacting payroll. Members of the sick leave bank are also eligible for catastrophic leave when all other available leave is exhausted. Catastrophic leave also allows the member to receive donated sick days from other employees.

Paid Parental Leave: Qualified female and male employees are eligible for Paid Parental Leave (PPL) associated with the birth, stillbirth or miscarriage of a child or the adoption of a child (on or after July 1, 2026). The employee must have been employed in any Alabama local education agency for at least 12 consecutive months immediately preceding the qualifying event. For the birth, stillbirth, or miscarriage of a child, eligible female employees are entitled to eight weeks of parental leave and eligible male employees are entitled to two weeks. For adoption, an eligible employee is entitled to eight weeks of parental leave provided that the child is three years of age or younger at the time that he or she is placed with the eligible employee. Eligible employees must agree not to separate from employment for a period of at least eight weeks at the conclusion of any leave taken, including FMLA or other TCSS-approved leave. Alabama Act 2026-81.

Other Leave: Please refer to the TCSS Employee Handbook for other types of approved leave. You may also contact Human Resources for additional information. An employee who is absent from work without approved leave is subject to disciplinary action, up to and including termination.

LONGEVITY BONUS

Depending on the availability of funds, the Tuscaloosa County School System may award supplements to employees based upon service with the school system. The amount of funds and years of service that qualify for such award will be up to the discretion of the Board.

REMOTE WORK AND LEAVE

If schools close or employees are working remotely, all employees are considered essential and are to remain available to work during normal workdays and times as needed. If an employee is unable to report to work, then they must be covered by appropriate leave whether or not schools are closed or you are working remotely.

SEPARATION FROM EMPLOYMENT/TCSS PROPERTY

Employees are required to turn in any TCSS-issued property to their immediate supervisor upon separation of employment. Failure to do so will result in the employee's final paycheck being converted to a "live" check that will be available to be picked up by appointment. TCSS reserves the right to deduct any replacement costs for the unreturned items from the employee's final check and/or take avail itself of other remedies available by law to recover the expense of replacing lost or missing items issued to the employee.

POSITION, JOB, OR CLASSIFICATION

These three terms are used interchangeably in this document.

POSITIONS

The positions listed in this document are as follows:

Accountant
Assistant Principal
Assistant Superintendent
Assistant Data Manager
Assistant Network Manager
Behavior Specialist
Bus Driver (Regular, Unassigned, Special Education)
Bus Shop Assistant
Bus Shop Foreman
Bus Shop Certified Mechanic/Parts Clerk
Bus Shop Trainer
Career Coach
Central Office Bookkeepers
Central Office Custodian
Central Office Secretaries
Central Office Specialist
CNP Manager
CNP Assistant Manager
CNP Worker
CNP Specialist
Coordinator
Computer Technician
Custodian (Head, Custodian)
Data Manager
Data Manager, Assistant
Data Technician
Director
ESL Specialist
Extended Day Director/Teacher/Worker
Graduation Coach
In-school Intervention Monitor
Instructional Coach/Partner/Reading Specialist
Job Coach
JROTC Instructor
Library Media Specialist
Maintenance (Assistant, Skilled, Lead, Journeyman)
Maintenance Foreman
Maintenance Environmental Health and Safety Specialist
MTSS Implementation Specialist
Network Operations Manager
Network Operations Assistant Manager
Network Technician
Occupational Therapist
Para-Educator (Clerical, Instructional)
Personnel Assistant
Physical Therapist
Pre-School Teacher Assistant (OSR)
Principal
Psychometrist
Psychologist
School Bookkeeper
School Counselor
School Nurse/LPN
School Nurse/RN
School Secretary
School Secretary/Bookkeeper
Secretary to Superintendent and Board
Senior Director
Social Worker
Substitutes
Supplemental/Part-time/Temporary Employee
Teacher
Transportation Route Supervisor
Virtual Academy Testing Coordinator

TRANSFER

A transfer may be of two types: transfers initiated by the system for its own purposes to meet the needs of the students, and transfers initiated by individuals of their own volition (If a transfer is initiated by the system and the employee agrees to the transfer, it is considered a voluntary transfer). If a transfer is involuntary, TCSS will follow the process outlined by the Students First Act and TCSS policy to complete the transfer. This distinction is important for the employees of the system who have been grandfathered at a pay rate higher than those included in this salary schedule. If a grandfathered employee is involuntarily transferred by the system within the same employment category, that employee would retain his/her current or grandfathered salary (e.g., a school aide involuntarily transferred from Holt High to Hillcrest High would retain his/her current or grandfathered salary). If a grandfathered employee is involuntarily transferred by the system to a higher employment category, that employee would retain his/her current or grandfathered salary or the salary specified in this document, whichever is higher (e.g., a principal involuntarily transferred from Holt Elementary to Hillcrest High would retain his/her current or grandfathered salary or be eligible for the salary specified in this document). All involuntary transfers to lower employment categories shall be in accordance with the provisions of the Students First Act.

Voluntary Transfers

Any employee, whether certified (tenured/nontenured) or classified (nonprobationary/probationary), is eligible to apply at any time of year for any position deemed by the Assistant Superintendent of Human Resources to be a promotion or a change in employment.

To request a voluntary transfer to a lateral position:

Certified Employees:

1) The employee be tenured according to the Students First Act to request a voluntary transfer.
2) A transfer request form must be completed, and a copy be provided to the Human Resources Department, the employee's present supervisor and the supervisor responsible for the job posting in order to be considered/interviewed for the job. Forms are available on the TCSS Intranet.
3) In an effort to protect the educational interest of students and established schedules, voluntary transfers requested for consideration by tenured certified employees may only be made for next school year postings that close on or before June 30th.

Classified Employees:

1) The employee, except for CNP employees and bus drivers/bus paraeducators, must have nonprobationary status under the Students First Act to request to a voluntary transfer.
2) A transfer request form must be completed and a copy be provided to the Human Resources Department, the employee's present supervisor, and the supervisor responsible for the job posting to be considered/interviewed for the job. Forms are available on the TCSS Intranet.
3) Classified personnel, except for CNP employees and bus drivers/bus paraeducators, may only be considered for voluntary transfers for postings that close on or before July 15th.

If a grandfathered employee seeks a transfer on his or her own volition and is approved for a transfer by the system, that employee would move to the salary specified in this document. A voluntary move from one type of position to another is regarded as an individual volition transfer; the grandfathered employee would move to this salary schedule (e.g., an assistant principal at Matthews Elementary who applies for and is appointed principal at Crestmont Elementary would move to this salary schedule).

In instances in which classified employees apply and are selected for a position that entails movement from a higher salary schedule to a lower salary schedule, said employees shall be moved to the lower salary schedule at the step closest to their actual years of experience in their current School System job position.

YEARS OF EXPERIENCE

Under normal circumstances, experience is defined as the number of years of service in a particular position, job, or classification within the Tuscaloosa County School System, not the total years of service (e.g., a person with four years of experience as assistant principal at Northside High and one year of service as principal at Buhl Elementary would have five years of administrative experience, a school secretary with four years of experience as school secretary at Hillcrest High and one year as school aide at Holt High would have only four years of experience). The same rule applies to a carpenter assistant moving to a carpenter skilled position. No experience will be given for the assistant position.

For employees who are promoted to central office positions, initial placement on the salary schedule shall be based upon the following:

1. An administrator coming into a central office Coordinator position will be given experience based upon that administrative experience attained from the local school level.
2. An administrator coming into a central office Director position will be given experience based upon that administrative experience attained from the local school or central office level.
3. An administrator coming into a central office Assistant Superintendent or Senior Director position will be given up to four years of experience, unless previous administrative experience is from another position with the same level of responsibility/complexity.

4. The Superintendent may place a new principal or central office administrator at a higher step on the salary schedule to assure that the incoming salary reflects a pay increase from an administrator's previous administrative position, based upon Board approval.

The number of years of acceptable experience for **initial** placement on the salary schedule for certified personnel shall be determined and agreed upon prior to employment. Job applicants must provide verification of all past job-related experience from their former employers, prior to placement on a personnel report. The determination of such credit shall be based on the following criteria:

1. Full-time teaching/administrative experience in all PreK-12 public schools in or out of state. The Department of Defense Dependent School System, Brewer Porch Children Center, RISE or other such educational program which serves students eligible for public schools shall also be approved as credit for placement on the salary schedule.
2. A teacher with at least four years of full-time experience as a paraprofessional or classroom teacher's aide in a public school who is hired into a teaching position requiring Alabama teacher certification, shall receive one year of experience credit on this salary schedule for every two years of full-time experience that he or she earned in a public school as a paraprofessional or classroom teacher's aide prior to being hired as a certified teacher. This section shall only apply to teachers hired into a position requiring teacher certification on or after June 1, 2024. §16-23-25, Code of Alabama (1975).
3. Military service shall not be considered for placement on the salary schedule prior to employment; however, employees returning from a military leave of absence will be given credit for years of service.
4. In determining experience for placement on the salary schedule, credit shall be given for full years of experience only. A full year of experience will be granted to an employee who worked a complete semester plus at least one day of the previous or following semester of an academic school year.

Under normal circumstances, the number of years of acceptable experience for initial placement on the salary schedule for non-certified personnel shall be determined and agreed upon prior to employment. For employment outside the System that is gained in the exact (no exceptions) employment position for which the job applicant seeks employment in the School System (i.e., secretarial experience applicable only to a secretarial position; bookkeeper experience applicable only to a bookkeeping position; bus driver experience applicable only to a bus driver position; custodial experience applicable only to a custodial position, etc.) some credit for experience may be given. The Tuscaloosa County School system, through the Office of the Assistant Superintendent of Human Resources, shall have sole responsibility for the determination of exactly what skills, etc., are exact and the amount of experience to be credited based upon the documentation provided. Work experience for classified employees outside the System will not be credited above the fourth experience level but in exceptional circumstances an employee may be credited above the fourth experience level with a recommendation by the Superintendent and approval of the Board. However, special education and instructional paraeducators, CNP employees, bus drivers, and aides will be placed on the same step upon verification of the same K-12 experience in another Alabama public school system. For employees hired before October 1, 2026, this will not be retroactive but experience credit will be given based on verification.

ENROLLMENT

For those position salary schedules, the enrollment size used will be the average daily membership school enrollment at the end of the first 20-day attendance reporting period (nearest to the October 1 fiscal year). For pay purposes, raises or adjustments should be made October 1 of the current year.

TEACHERS
(*187 DAY CONTRACT)

BACHELOR'S DEGREE – (Class B)						MASTER'S DEGREE – (Class A)					
EXP	SEPT DAILY RATE	OCT-AUG DAILY RATE	2026 SEPT MONTHLY	2026-2027 OCT-AUG MONTHLY	2026-2027 CONTRACT	EXP	SEPT DAILY RATE	OCT-AUG DAILY RATE	2026 SEPT MONTHLY	2026-2027 OCT-AUG MONTHLY	2026-2027 CONTRACT
0	254.55	259.64	3,966.67	4,046.00	48,472.67	0	277.41	282.96	4,322.92	4,409.42	52,826.50
1	254.55	259.64	3,966.67	4,046.00	48,472.67	1	277.41	282.96	4,322.92	4,409.42	52,826.50
2	254.55	259.64	3,966.67	4,046.00	48,472.67	2	277.41	282.96	4,322.92	4,409.42	52,826.50
3	265.33	270.64	4,134.67	4,217.42	50,526.25	3	305.12	311.23	4,754.83	4,850.00	58,104.83
4	265.33	270.64	4,134.67	4,217.42	50,526.25	4	305.12	311.23	4,754.83	4,850.00	58,104.83
5	265.33	270.64	4,134.67	4,217.42	50,526.25	5	305.12	311.23	4,754.83	4,850.00	58,104.83
6	276.96	282.50	4,316.00	4,402.33	52,741.67	6	318.49	324.87	4,963.17	5,062.50	60,650.67
7	276.96	282.50	4,316.00	4,402.33	52,741.67	7	318.49	324.87	4,963.17	5,062.50	60,650.67
8	276.96	282.50	4,316.00	4,402.33	52,741.67	8	318.49	324.87	4,963.17	5,062.50	60,650.67
9	285.33	291.04	4,446.33	4,535.33	54,335.00	9	328.12	334.68	5,113.17	5,215.50	62,483.67
10	288.17	293.94	4,490.67	4,580.50	54,876.17	10	331.40	338.03	5,164.25	5,267.58	63,107.67
11	291.06	296.88	4,535.67	4,626.42	55,426.25	11	334.71	341.41	5,215.92	5,320.25	63,738.67
12	293.97	299.85	4,581.00	4,672.67	55,980.33	12	338.06	344.82	5,268.08	5,373.50	64,376.58
13	296.91	302.85	4,626.83	4,719.42	56,540.42	13	341.43	348.26	5,320.67	5,427.08	65,018.58
14	299.88	305.88	4,673.08	4,766.58	57,105.50	14	344.85	351.75	5,373.92	5,481.42	65,669.50
15	302.88	308.94	4,719.83	4,814.25	57,676.58	15	348.30	355.27	5,427.75	5,536.33	66,327.42
16	305.90	312.03	4,767.00	4,862.42	58,253.58	16	351.78	358.82	5,481.92	5,591.58	66,989.33
17	308.96	315.14	4,814.67	4,911.00	58,835.67	17	355.30	362.41	5,536.75	5,647.50	67,659.25
18	312.05	318.30	4,862.83	4,960.17	59,424.67	18	358.85	366.03	5,592.08	5,704.00	68,336.08
19	315.17	321.48	4,911.42	5,009.67	60,017.75	19	362.44	369.69	5,648.00	5,761.00	69,019.00
20	318.33	324.70	4,960.58	5,059.83	60,618.75	20	366.06	373.39	5,704.50	5,818.67	69,709.83
21	321.51	327.94	5,010.17	5,110.42	61,224.75	21	369.73	377.12	5,761.58	5,876.83	70,406.75
22	324.72	331.22	5,060.25	5,161.50	61,836.75	22	373.43	380.90	5,819.25	5,935.67	71,111.58
23	327.97	334.53	5,110.83	5,213.08	62,454.75	23	377.16	384.70	5,877.33	5,994.92	71,821.42
24	331.25	337.88	5,162.00	5,265.25	63,079.75	24	380.93	388.55	5,936.17	6,054.92	72,540.25
25	334.56	341.26	5,213.58	5,317.92	63,710.67	25	384.74	392.43	5,995.50	6,115.42	73,265.08
26	337.90	344.66	5,265.67	5,371.00	64,346.67	26	388.58	396.36	6,055.42	6,176.58	73,997.83
27	341.29	348.12	5,318.42	5,424.83	64,991.58	27	392.47	400.32	6,116.00	6,238.33	74,737.67
28	344.70	351.60	5,371.58	5,479.08	65,641.50	28	396.40	404.33	6,177.17	6,300.75	75,485.42
29	348.15	355.12	5,425.33	5,533.92	66,298.42	29	400.36	408.37	6,238.92	6,363.75	76,240.17
30	351.63	358.66	5,479.50	5,589.17	66,960.33	30	404.36	412.45	6,301.33	6,427.42	77,002.92
31	355.14	362.25	5,534.33	5,645.08	67,630.25	31	408.41	416.58	6,364.33	6,491.67	77,772.67
32	358.70	365.88	5,589.75	5,701.58	68,307.17	32	412.49	420.74	6,428.00	6,556.58	78,550.42
33	362.28	369.53	5,645.58	5,758.50	68,989.08	33	416.61	424.95	6,492.25	6,622.17	79,336.08
34	365.90	373.22	5,702.00	5,816.08	69,678.92	34	420.78	429.20	6,557.17	6,688.33	80,128.83
35	369.57	376.96	5,759.08	5,874.33	70,376.75	35	424.99	433.49	6,622.75	6,755.25	80,930.50

*The pay period for the contract year runs from September 2026 through August 2027.

TEACHERS
(*187 DAY CONTRACT)

SIXTH YEAR- (Class AA)						DOCTORATE DEGREE					
EXP	SEPT DAILY RATE	OCT-AUG DAILY RATE	2026 SEPT MONTHLY	2026-2027 OCT-AUG MONTHLY	2026-2027 CONTRACT	EXP	SEPT DAILY RATE	OCT-AUG DAILY RATE	2026 SEPT MONTHLY	2026-2027 OCT-AUG MONTHLY	2026-2027 CONTRACT
0	299.12	305.11	4,661.33	4,754.58	56,961.75	0	320.83	327.25	4,999.58	5,099.58	61,095.00
1	299.12	305.11	4,661.33	4,754.58	56,961.75	1	320.83	327.25	4,999.58	5,099.58	61,095.00
2	299.12	305.11	4,661.33	4,754.58	56,961.75	2	320.83	327.25	4,999.58	5,099.58	61,095.00
3	329.01	335.59	5,127.00	5,229.58	62,652.42	3	352.93	359.98	5,499.75	5,609.75	67,207.00
4	329.01	335.59	5,127.00	5,229.58	62,652.42	4	352.93	359.98	5,499.75	5,609.75	67,207.00
5	329.01	335.59	5,127.00	5,229.58	62,652.42	5	352.93	359.98	5,499.75	5,609.75	67,207.00
6	343.51	350.39	5,353.08	5,460.17	65,414.92	6	368.35	375.72	5,740.08	5,854.92	70,144.17
7	343.51	350.39	5,353.08	5,460.17	65,414.92	7	368.35	375.72	5,740.08	5,854.92	70,144.17
8	343.51	350.39	5,353.08	5,460.17	65,414.92	8	368.35	375.72	5,740.08	5,854.92	70,144.17
9	353.89	360.97	5,514.75	5,625.08	67,390.67	9	379.48	387.07	5,913.50	6,031.83	72,263.67
10	357.42	364.57	5,569.83	5,681.25	68,063.58	10	383.27	390.94	5,972.58	6,092.08	72,985.50
11	360.99	368.22	5,625.50	5,738.08	68,744.42	11	387.10	394.84	6,032.25	6,152.92	73,714.33
12	364.60	371.90	5,681.75	5,795.42	69,431.33	12	390.97	398.79	6,092.58	6,214.50	74,452.08
13	368.26	375.63	5,738.67	5,853.50	70,127.17	13	394.88	402.78	6,153.50	6,276.58	75,195.92
14	371.93	379.37	5,795.92	5,911.92	70,827.00	14	398.83	406.81	6,215.08	6,339.42	75,948.67
15	375.66	383.17	5,854.00	5,971.08	71,535.92	15	402.82	410.88	6,277.25	6,402.83	76,708.42
16	379.41	387.00	5,912.50	6,030.75	72,250.75	16	406.84	414.98	6,340.00	6,466.83	77,475.17
17	383.21	390.88	5,971.67	6,091.17	72,974.50	17	410.91	419.13	6,403.42	6,531.50	78,249.92
18	387.04	394.79	6,031.42	6,152.08	73,704.33	18	415.02	423.32	6,467.33	6,596.75	79,031.58
19	390.91	398.74	6,091.75	6,213.67	74,442.08	19	419.17	427.55	6,532.00	6,662.67	79,821.33
20	394.82	402.72	6,152.58	6,275.67	75,184.92	20	423.36	431.83	6,597.42	6,729.42	80,621.00
21	398.77	406.75	6,214.17	6,338.50	75,937.67	21	427.60	436.16	6,663.42	6,796.75	81,427.67
22	402.75	410.81	6,276.17	6,401.75	76,695.42	22	431.87	440.51	6,730.00	6,864.67	82,241.33
23	406.78	414.92	6,339.00	6,465.83	77,463.17	23	436.19	444.91	6,797.25	6,933.25	83,063.00
24	410.85	419.07	6,402.42	6,530.50	78,237.92	24	440.55	449.36	6,865.25	7,002.58	83,893.67
25	414.96	423.26	6,466.42	6,595.75	79,019.67	25	444.96	453.86	6,933.92	7,072.67	84,733.25
26	419.11	427.49	6,531.08	6,661.75	79,810.33	26	449.41	458.40	7,003.25	7,143.33	85,579.92
27	423.30	431.77	6,596.42	6,728.42	80,609.00	27	453.90	462.98	7,073.33	7,214.83	86,436.50
28	427.53	436.08	6,662.33	6,795.58	81,413.75	28	458.44	467.61	7,144.00	7,286.92	87,300.08
29	431.81	440.44	6,729.00	6,863.58	82,228.42	29	463.03	472.29	7,215.50	7,359.83	88,173.67
30	436.12	444.85	6,796.25	6,932.25	83,051.00	30	467.66	477.02	7,287.67	7,433.50	89,056.17
31	440.49	449.30	6,864.25	7,001.58	83,881.67	31	472.33	481.78	7,360.42	7,507.67	89,944.75
32	444.89	453.79	6,932.92	7,071.58	84,720.33	32	477.05	486.60	7,434.08	7,582.83	90,845.25
33	449.34	458.33	7,002.25	7,142.33	85,567.92	33	481.83	491.47	7,508.50	7,658.75	91,754.75
34	453.83	462.91	7,072.25	7,213.75	86,423.50	34	486.65	496.39	7,583.58	7,735.33	92,672.25
35	458.37	467.54	7,142.92	7,285.83	87,287.08	35	491.51	501.34	7,659.33	7,812.58	93,597.75
*The pay period for the contract year runs from September 2026 through August 2027.											

Social Workers, Career Coaches, JAG Instructors, and Sign Language Interpreters may be placed on the teacher salary schedule upon verification of training and experience.

TEAMS TEACHERS
(*189 DAY CONTRACT)

BACHELOR'S DEGREE – (Class B)						MASTER'S DEGREE – (Class A)					
EXP	SEPT DAILY RATE	OCT-AUG DAILY RATE	2026 SEPT MONTHLY	2026-2027 OCT-AUG MONTHLY	2026-2027 CONTRACT	EXP	SEPT DAILY RATE	OCT-AUG DAILY RATE	2026 SEPT MONTHLY	2026-2027 OCT-AUG MONTHLY	2026-2027 CONTRACT
0	267.31	272.66	4,210.08	4,294.33	51,447.75	0	303.10	303.10	4,773.75	4,869.25	58,335.50
1	286.15	291.87	4,506.83	4,597.00	55,073.83	1	329.07	329.07	5,182.83	5,286.50	63,334.33
2	301.44	307.47	4,747.67	4,842.67	58,017.00	2	346.63	346.63	5,459.50	5,568.75	66,715.75
3	310.25	316.46	4,886.50	4,984.25	59,713.25	3	356.79	356.79	5,619.42	5,731.83	68,669.58
4	319.31	325.70	5,029.17	5,129.75	61,456.42	4	367.20	367.20	5,783.42	5,899.17	70,674.25
5	328.60	335.17	5,175.42	5,279.00	63,244.42	5	377.88	377.88	5,951.67	6,070.75	72,729.92
6	338.14	344.91	5,325.75	5,432.33	65,081.42	6	388.85	388.85	6,124.42	6,246.92	74,840.50
7	347.93	354.89	5,479.92	5,589.58	66,965.33	7	400.12	400.12	6,301.83	6,427.92	77,008.92
8	354.89	361.99	5,589.50	5,701.33	68,304.17	8	408.11	408.11	6,427.67	6,556.25	78,546.42
9	361.98	369.23	5,701.25	5,815.33	69,669.92	9	416.28	416.28	6,556.33	6,687.50	80,118.83
10	367.41	374.76	5,786.67	5,902.42	70,713.25	10	422.52	422.52	6,654.75	6,787.92	81,321.83
11	372.92	380.38	5,873.50	5,991.00	71,774.50	11	428.86	428.86	6,754.58	6,889.75	82,541.83
12	378.52	386.09	5,961.67	6,080.92	72,851.75	12	435.30	435.30	6,855.92	6,993.08	83,779.83
13	378.52	386.09	5,961.67	6,080.92	72,851.75	13	435.30	435.30	6,855.92	6,993.08	83,779.83
14	378.52	386.09	5,961.67	6,080.92	72,851.75	14	435.30	435.30	6,855.92	6,993.08	83,779.83
15	384.21	391.90	6,051.33	6,172.42	73,947.92	15	441.85	441.85	6,959.17	7,098.42	85,041.75
16	384.21	391.90	6,051.33	6,172.42	73,947.92	16	441.85	441.85	6,959.17	7,098.42	85,041.75
17	384.21	391.90	6,051.33	6,172.42	73,947.92	17	441.85	441.85	6,959.17	7,098.42	85,041.75
18	390.04	397.84	6,143.08	6,266.00	75,069.08	18	448.54	448.54	7,064.50	7,205.83	86,328.67
19	390.04	397.84	6,143.08	6,266.00	75,069.08	19	448.54	448.54	7,064.50	7,205.83	86,328.67
20	390.04	397.84	6,143.08	6,266.00	75,069.08	20	448.54	448.54	7,064.50	7,205.83	86,328.67
21	395.97	403.89	6,236.50	6,361.25	76,210.25	21	455.37	455.37	7,172.08	7,315.58	87,643.50
22	395.97	403.89	6,236.50	6,361.25	76,210.25	22	455.37	455.37	7,172.08	7,315.58	87,643.50
23	395.97	403.89	6,236.50	6,361.25	76,210.25	23	455.37	455.37	7,172.08	7,315.58	87,643.50
24	402.02	410.06	6,331.75	6,458.42	77,374.33	24	462.32	462.32	7,281.50	7,427.17	88,980.33
25	402.02	410.06	6,331.75	6,458.42	77,374.33	25	462.32	462.32	7,281.50	7,427.17	88,980.33
26	402.02	410.06	6,331.75	6,458.42	77,374.33	26	462.32	462.32	7,281.50	7,427.17	88,980.33
27	408.19	416.35	6,429.00	6,557.58	78,562.42	27	469.42	469.42	7,393.42	7,541.33	90,348.08

*The pay period for the contract year runs from September 2026 through August 2027.

TEAMS TEACHERS
(*189 DAY CONTRACT)

SIXTH YEAR- (Class AA)						DOCTORATE DEGREE					
EXP	SEPT DAILY RATE	OCT-AUG DAILY RATE	2026 SEPT MONTHLY	2026-2027 OCT-AUG MONTHLY	2026-2027 CONTRACT	EXP	SEPT DAILY RATE	OCT-AUG DAILY RATE	2026 SEPT MONTHLY	2026-2027 OCT-AUG MONTHLY	2026-2027 CONTRACT
0	324.58	331.07	5,112.17	5,214.42	62,470.75	0	346.06	352.98	5,450.42	5,559.50	66,604.92
1	354.82	361.92	5,588.42	5,700.25	68,291.17	1	380.59	388.21	5,994.33	6,114.25	73,251.08
2	373.87	381.35	5,888.42	6,006.25	71,957.17	2	400.89	408.92	6,314.08	6,440.42	77,158.67
3	384.81	392.51	6,060.83	6,182.08	74,063.75	3	412.63	420.89	6,499.00	6,629.00	79,418.00
4	396.04	403.96	6,237.58	6,362.42	76,224.17	4	424.67	433.17	6,688.58	6,822.42	81,735.17
5	407.57	415.72	6,419.17	6,547.58	78,442.58	5	437.04	445.78	6,883.33	7,021.00	84,114.33
6	419.40	427.79	6,605.58	6,737.75	80,720.83	6	449.72	458.71	7,083.08	7,224.75	86,555.33
7	431.54	440.17	6,796.75	6,932.75	83,057.00	7	462.74	472.00	7,288.17	7,434.00	89,062.17
8	440.17	448.98	6,932.75	7,071.42	84,718.33	8	472.00	481.44	7,434.00	7,582.75	90,844.25
9	448.97	457.96	7,071.33	7,212.83	86,412.50	9	481.44	491.07	7,582.75	7,734.42	92,661.33
10	455.70	464.82	7,177.33	7,320.92	87,707.42	10	488.66	498.43	7,696.33	7,850.33	94,050.00
11	462.54	471.80	7,285.08	7,430.83	89,024.25	11	495.98	505.90	7,811.75	7,968.00	95,459.75
12	469.48	478.87	7,394.25	7,542.17	90,358.08	12	503.43	513.50	7,929.00	8,087.58	96,892.42
13	469.48	478.87	7,394.25	7,542.17	90,358.08	13	503.43	513.50	7,929.00	8,087.58	96,892.42
14	469.48	478.87	7,394.25	7,542.17	90,358.08	14	503.43	513.50	7,929.00	8,087.58	96,892.42
15	476.56	486.09	7,505.75	7,655.92	91,720.83	15	511.01	521.23	8,048.42	8,209.42	98,352.00
16	476.56	486.09	7,505.75	7,655.92	91,720.83	16	511.01	521.23	8,048.42	8,209.42	98,352.00
17	476.56	486.09	7,505.75	7,655.92	91,720.83	17	511.01	521.23	8,048.42	8,209.42	98,352.00
18	483.77	493.44	7,619.33	7,771.75	93,108.58	18	518.75	529.12	8,170.25	8,333.67	99,840.58
19	483.77	493.44	7,619.33	7,771.75	93,108.58	19	518.75	529.12	8,170.25	8,333.67	99,840.58
20	483.77	493.44	7,619.33	7,771.75	93,108.58	20	518.75	529.12	8,170.25	8,333.67	99,840.58
21	491.13	500.95	7,735.25	7,890.00	94,525.25	21	526.64	537.17	8,294.58	8,460.50	101,360.08
22	491.13	500.95	7,735.25	7,890.00	94,525.25	22	526.64	537.17	8,294.58	8,460.50	101,360.08
23	491.13	500.95	7,735.25	7,890.00	94,525.25	23	526.64	537.17	8,294.58	8,460.50	101,360.08
24	498.63	508.60	7,853.42	8,010.50	95,968.92	24	534.69	545.39	8,421.33	8,589.83	102,909.50
25	498.63	508.60	7,853.42	8,010.50	95,968.92	25	534.69	545.39	8,421.33	8,589.83	102,909.50
26	498.63	508.60	7,853.42	8,010.50	95,968.92	26	534.69	545.39	8,421.33	8,589.83	102,909.50
27	506.29	516.41	7,974.00	8,133.50	97,442.50	27	542.89	553.76	8,550.58	8,721.67	104,488.92

*The pay period for the contract year runs from September 2026 through August 2027.

Employees (9 Month) (187 Days)

The annual salary for a 9-month employee placed on the teacher's salary schedule is calculated based on a 187-day contract.

Employees (10 Month) (207 Days)

The annual salary for a 10-month employee placed on the teacher's salary schedule is calculated by dividing the appropriate contract amount by 187 and then multiplying by 207.

Employees (12 Month) (245 Days)

The annual salary for a 12-month employee placed on the teacher's salary schedule is calculated by dividing the appropriate contract amount by 187 and then multiplying by 245.

Employees who are paid based upon the Teacher's Salary Schedule are considered exempt employees for wage and hour purposes.

JROTC Instructors

The JROTC Instructor's salary is the greater of two (2) times the federal salary reimbursement or the appropriate contract amount from the Teacher's Salary Schedule based on the JROTC Instructor's degrees and recognized years of teaching experience. An increase in either the Teacher's Salary Schedule or the federal salary reimbursement requires a new calculation that could result in a change of salary. The salary increases only when the higher of the two calculated numbers increases. Because of changes in the Army's salary reimbursement, Commissioned JROTC Instructors hired after October 1, 2016, will receive a 12-month contract while Non-Commissioned JROTC Instructors hired after October 1, 2016, will receive a 10-month contract.

NOTES RELATIVE TO TEACHER SALARY SCHEDULE

- Experience credit will only be given for experience (in or out of state) PreK-12 public education.
- Degree credit will be given to current certificated personnel who earn advanced degrees from accredited institutions upon recognition of the higher degree for pay purposes by the State Department of Education. It is the certified employee's responsibility to notify the Human Resources Department upon meeting the qualifications for an advanced degree.
- New certified employees will be placed on the salary matrix considering the highest degree **recognized by the State Department of Education** and years of experience served in public education.
- Each teacher who holds valid certification from the National Board for Professional Teaching/Counseling Standards will be given an annual stipend upon the allocation and receipt of funds from the Alabama State Department of Education. It is the employee's responsibility to notify the Human Resources Department of initial National Board Certification.
- Daily Rate – Equals 1/187 of the annual salary (9 months).
- Mentors will be paid in accordance with rules established by the Alabama State Department of Education.
- Positions that are paid under the teacher's salary schedule may be posted as 9-, 10-, or 12-month position.

PRINCIPALS

BASE SALARY- PRINCIPALS

The principal must have a Class A (Master's level) certificate in administration or educational leadership to qualify for the base salary. The base salary is computed by multiplying the daily rate of pay of a teacher with a Class A (Master's) certificate and 15 years' experience by 187 days. The product should then be multiplied by a difficulty factor of 1.70 for high and unit schools, 1.60 for middle schools, and 1.50 for elementary and intermediate schools.

EXAMPLE:	$348.30 x 187	= $65,132.10
	$65,132.10 x 1.70	= $110,724.57 Annually
		= $9,227.05 Monthly

BASE SALARY - ASSISTANT PRINCIPALS

The assistant principal must have a Class A (Master's level) certificate in administration or educational leadership to qualify for the base salary. The base salary is set at 86% of the principal's schedule based on the degree level of the assistant principal.

12 MONTH EXAMPLE:	$110,724.57 x .86	= $95,223.13 (12 Months)
	$ 95,223.13 ÷ 12	= $7,935.26 (Monthly)
10 MONTH EXAMPLE:	$110,724.57 x .86	= $95,223.13 (12 Months)
	$ 95,223.13 ÷ 245 days	= $388.67 (Daily Rate)
	$ 388.67 x 207 days	= $80,454.69 (12 Months)
	$ 80,454.69 ÷ 12	= $6,704.56 (Monthly)

ENROLLMENT

An adjustment in salary is made for the size of the school administered; an additional $2,000.00 annually is given with each categorical increase in enrollment.

For position salary schedules, the enrollment used will be the school enrollment at the end of the first 20-day attendance reporting period of the current year. For pay purposes, raises or adjustments shall be made effective beginning on October 1 of the current year, based on the prior years' Average Daily Membership (ADM).

Elementary and Intermediate School Enrollment	**Middle and High School Enrollment**
0-249 Students	0-749 Students
250-399 Students	750-999 Students
400-549 Students	1000-1249 Students
550-699 Students	1250-1499 Students
700-849 Students	1500-1749 Students
850+ Students	1750-2000 Students
	2000+ Students

STEP/ANNIVERSARY

An annual increment of $500.00 is granted with each year of documented administrative experience through Step 20.

SIXTH YEAR (AA) CERTIFICATION

An annual increment of $4,000.00 will be added for a Class AA certificate which qualifies for the increment.

DOCTORATE DEGREE

The principal will be granted $4,000.00 annually if he/she possesses an earned doctorate from an accredited college.

ELEMENTARY AND INTERMEDIATE SCHOOLS

- The salary schedule of an assistant principal at the elementary or intermediate school level is set at 86% of the elementary school principal's schedule based on the degree level of the assistant principal.
- The elementary or intermediate school assistant principal is a 10-month position. It is recommended that a 10-month assistant principal be allocated to each school with enrollment of 300 or more.

School enrollment from 500 to 749:	.5	Assistant Principal
School enrollment from 750-999:	1	Assistant Principal
School enrollment from 1,000-1,249:	1.5	Assistant Principals
School enrollment from 1,250-UP:	2	Assistant Principals

MIDDLE SCHOOLS

- The salary schedule of an assistant principal at the middle school level is set at 86% of the middle school principal's schedule based on the degree level of the assistant principal.
- The middle school assistant principal for schools with an enrollment of less than 499 is a ten-month position.
- The first middle school assistant principal for schools with an enrollment of more than 499 is a twelve-month position.
- For schools with an enrollment of more than 999 a second ten-month assistant principal position will be provided.

HIGH SCHOOLS

- It is recommended that a 12-month assistant principal be allocated to each high school and a second 10-month assistant principal be allocated to each high school with enrollment of 950 or more.

School enrollment from 250 to 499:	.5	Assistant Principal
School enrollment from 500 to 749:	1	Assistant Principal
School enrollment from 750 to 999:	1.5	Assistant Principals
School enrollment from 1,000 to 1,249	2	Assistant Principals
School enrollment from 1,250- up:	2.5	Assistant Principals

- The salary schedule of an assistant principal at the high school level is set at 86% of the high school principal's schedule based on the degree level of the assistant principal.
- The first high school assistant principal is a 12-month position; the second is a 10-month position.

NOTES

- Master's Degree – (Class A) certificate must be in administration to qualify for this schedule.
- Sixth Year – (Class AA) certificate or degree will be recognized for degree credit in or out of field. This remuneration is in effect for all assistant principals upon approval of the schedule.
- During the time of his/her contract (10 or 12 months), an assistant principal will be considered to be on call at all times, even while the school is closed for holidays.
- The position of principal is a 12-month assignment. A principal will be on call at all times, even while the school is closed for the holidays.

CENTRAL OFFICE ADMINISTRATIVE POSITIONS

(12 MONTH)(FLSA: Exempt)

DEPUTY SUPERINTENDENT SALARY SCHEDULE

BASE SALARY- DEPUTY SUPERINTENDENT

The base salary is computed by multiplying the daily rate of pay of a teacher with a Class A (Master's) certificate and 15 years' experience by 187 days. The product should then be multiplied by a difficulty factor of 2. An additional $12,000 supplement is added to the annual salary for the Deputy Superintendent.

EXAMPLE: $348.30 x 187 = $65,132.10
$65,132.10 x 2 = $142,264.20 Annually
= $11,855.35 Monthly

ASSISTANT SUPERINTENDENT SALARY SCHEDULE

BASE SALARY- ASSISTANT SUPERINTENDENT

The base salary is computed by multiplying the daily rate of pay of a teacher with a Class A (Master's) certificate and 15 years' experience by 187 days. The product should then be multiplied by a difficulty factor of 2.

EXAMPLE: $348.30 x 187 = $65,132.10
$65,132.10 x 2 = $130,264.20 Annually
= $10,855.35 Monthly

DIRECTOR SALARY SCHEDULE

BASE SALARY- DIRECTOR

The base salary is computed by multiplying the daily rate of pay of a teacher with a Class A (Master's) certificate and 15 years' experience by 187 days. The product should then be multiplied by a difficulty factor of 1.8.

EXAMPLE: $348.30 x 187 = $65,132.10
$65,132.10 x 1.8 = $117,237.78 Annually
= $9,769.82 Monthly

COORDINATOR SALARY SCHEDULE

BASE SALARY- COORDINATOR

The base salary is computed by multiplying the daily rate of pay of a teacher with a Class A (Master's) certificate and 15 years' experience by 187 days. The product should then be multiplied by a difficulty factor of 1.6.

EXAMPLE: $348.30 x 187 = $65,132.10
$65,132.10 x 1.6 = $104,211.36 Annually
= $8,684.28 Monthly

STEP/ANNIVERSARY

Annual incremental step raises will be awarded for each year of service up to Step 20.

SIXTH YEAR (AA) CERTIFICATION/CERTIFIED PUBLIC ACCOUNTANT

$4,000 will be added for a Class AA certificate or a certified public accountant where the CPA is a preferred qualification for the position.

DOCTORATE DEGREE

The administrator will be granted $4,000 annually if he/she possesses an earned doctorate from an accredited college.

OTHER CENTRAL OFFICE SUPPORT PERSONNEL
(12 MONTH)

ACCOUNTANT (FLSA: Exempt)

BACHELOR'S DEGREE

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	5,497.51	5,607.46	66,959.73
1	5,693.99	5,807.87	69,352.79
2	5,792.23	5,908.07	70,549.33
3	5,890.46	6,008.27	71,745.86
4	5,988.70	6,108.48	72,942.40
5	6,086.94	6,208.68	74,138.93
6	6,185.18	6,308.88	75,335.46
7	6,283.42	6,409.08	76,532.00
8	6,381.65	6,509.29	77,728.53
9	6,479.89	6,609.49	78,925.06
10	6,704.63	6,838.72	81,662.40
11-15	6,933.15	7,071.81	84,445.75
16-20	7,165.45	7,308.75	87,275.12

MASTER'S DEGREE

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	6,276.23	6,401.75	76,444.44
1	6,511.53	6,641.76	79,310.39
2	6,629.18	6,761.76	80,743.36
3	6,746.83	6,881.76	82,176.34
4	6,864.48	7,001.76	83,609.31
5	6,982.13	7,121.77	85,042.29
6	7,099.77	7,241.77	86,475.26
7	7,217.42	7,361.77	87,908.23
8	7,335.07	7,481.78	89,341.21
9	7,452.72	7,601.78	90,774.18
10	7,715.96	7,870.28	93,980.37
11-15	7,983.72	8,143.39	97,241.67
16-20	8,256.00	8,421.12	100,558.09

CNP SPECIALIST (FLSA: Exempt)

BACHELOR'S DEGREE

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	5,379.03	5,486.61	65,516.58
1	5,575.50	5,687.01	67,909.65
2	5,673.74	5,787.22	69,106.18
3	5,771.98	5,887.42	70,302.71
4	5,870.22	5,987.62	71,499.25
5	5,968.45	6,087.82	72,695.78
6	6,066.69	6,188.03	73,892.31
7	6,164.93	6,288.23	75,088.85
8	6,263.17	6,388.43	76,285.38
9	6,361.41	6,488.63	77,481.91
10	6,583.87	6,715.54	80,191.49
11-15	6,810.11	6,946.31	82,947.10
16-20	7,040.12	7,180.93	85,748.72

MASTER'S DEGREE

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	6,157.74	6,280.90	75,001.29
1	6,393.04	6,520.90	77,867.24
2	6,510.69	6,640.90	79,300.21
3	6,628.34	6,760.91	80,733.19
4	6,745.99	6,880.91	82,166.16
5	6,863.64	7,000.91	83,599.14
6	6,981.29	7,120.92	85,032.11
7	7,098.94	7,240.92	86,465.09
8	7,216.59	7,360.92	87,898.06
9	7,334.24	7,480.92	89,331.03
10	7,595.19	7,747.10	92,509.47
11-15	7,860.67	8,017.89	95,743.02
16-20	8,130.68	8,293.29	99,031.68

SIXTH YEAR (Class AA)

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	6,430.97	6,559.59	78,329.23
1	6,717.45	6,851.80	81,818.52
2	6,860.69	6,997.90	83,563.17
3	7,003.93	7,144.00	85,307.82
4	7,147.16	7,290.11	87,052.46
5	7,290.40	7,436.21	88,797.11
6	7,433.64	7,582.31	90,541.75
7	7,576.88	7,728.42	92,286.40
8	7,720.12	7,874.52	94,031.05
9	7,863.36	8,020.62	95,775.69
10	8,160.57	8,323.78	99,395.73
11-15	8,463.29	8,632.56	103,082.87
16-20	8,771.52	8,946.95	106,837.11

PERSONNEL ASSISTANT *(FLSA: Non-Exempt)*

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	4,531.59	4,622.22	55,194.72
1	4,568.12	4,659.48	55,639.66
2	4,604.93	4,697.03	56,088.04
3	4,641.74	4,734.58	56,536.42
4	4,678.54	4,772.11	56,984.65
5	4,715.07	4,809.37	57,429.59
6	4,751.87	4,846.91	57,877.82
7	4,788.67	4,884.45	58,326.06
8	4,825.50	4,922.01	58,774.58
9	4,862.30	4,959.55	59,222.81
10	4,989.51	5,089.30	60,772.27
11-15	5,118.00	5,220.36	62,337.22
16-20	5,247.76	5,352.71	63,917.66

CENTRAL OFFICE CLERICAL POSITIONS

(12 MONTH) ***(All Central Office School Clerical and Bookkeeper Positions are FLSA: Non-Exempt)***

SECRETARY

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	151.84	154.87	3,099.97	3,161.96	37,757.58
1	154.96	158.05	3,163.67	3,226.95	38,533.53
2	158.08	161.24	3,227.38	3,291.93	39,309.49
3	161.17	164.39	3,290.56	3,356.37	40,079.00
4	164.28	167.56	3,354.02	3,421.10	40,851.94
5	167.39	170.73	3,417.46	3,485.80	41,624.60
6	170.51	173.92	3,481.16	3,550.79	42,400.56
7	173.60	177.07	3,544.35	3,615.24	43,170.21
8	176.71	180.24	3,607.80	3,679.96	43,943.01
9	179.83	183.43	3,671.51	3,744.94	44,718.97
10	186.14	189.86	3,800.37	3,876.37	46,288.47
11-15	192.56	196.41	3,931.42	4,010.05	47,884.75
16-20	199.09	203.07	4,064.68	4,145.97	49,507.81

BOOKKEEPER II

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	163.07	166.33	3,329.28	3,395.86	40,550.61
1	166.17	169.50	3,392.73	3,460.58	41,323.42
2	169.28	172.67	3,456.18	3,525.30	42,096.22
3	172.41	175.86	3,520.12	3,590.52	42,875.04
4	175.51	179.02	3,583.32	3,654.99	43,644.83
5	178.62	182.19	3,646.76	3,719.69	44,417.49
6	181.74	185.37	3,710.48	3,784.69	45,193.59
7	184.84	188.54	3,773.91	3,849.39	45,966.25
8	187.94	191.70	3,837.11	3,913.86	46,736.05
9	191.05	194.87	3,900.55	3,978.56	47,508.71
10	197.17	201.12	4,025.61	4,106.13	49,031.98
11-15	203.41	207.47	4,152.87	4,235.93	50,582.01
16-20	209.75	213.94	4,282.33	4,367.98	52,158.80

*A Bookkeeper II assigned to the Maintenance Department will receive an additional $5000 annually.

BOOKKEEPER III

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	172.65	176.10	3,524.97	3,595.46	42,934.08
1	175.77	179.29	3,588.66	3,660.43	43,709.89
2	178.89	182.47	3,652.38	3,725.43	44,485.99
3	181.99	185.63	3,715.57	3,789.88	45,255.64
4	185.09	188.80	3,779.02	3,854.60	46,028.44
5	188.20	191.97	3,842.46	3,919.30	46,801.10
6	191.32	195.15	3,906.16	3,984.29	47,577.06
7	194.42	198.31	3,969.35	4,048.74	48,346.71
8	197.52	201.48	4,032.80	4,113.46	49,119.51
9	200.64	204.66	4,096.50	4,178.43	49,895.32
10	206.96	211.10	4,225.35	4,309.86	51,464.81
11-15	213.38	217.64	4,356.41	4,443.54	53,061.08
16-20	219.90	224.30	4,489.66	4,579.46	54,684.11

SECRETARY TO THE SUPERINTENDENT AND BOARD

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	228.90	233.48	4,673.35	4,766.82	56,921.41
1	230.69	235.30	4,709.88	4,804.08	57,366.34
2	232.49	237.14	4,746.69	4,841.63	57,814.72
3	234.29	238.98	4,783.51	4,879.18	58,263.10
4	236.10	240.82	4,820.31	4,916.71	58,711.33
5	237.89	242.64	4,856.84	4,953.97	59,156.27
6	239.69	244.48	4,893.64	4,991.51	59,604.51
7	241.49	246.32	4,930.44	5,029.05	60,052.74
8	243.29	248.16	4,967.26	5,066.61	60,501.26
9	245.10	250.00	5,004.06	5,104.15	60,949.50
10	250.87	255.88	5,121.85	5,224.29	62,384.13
11-15	256.70	261.83	5,240.91	5,345.73	63,834.26
16-20	262.59	267.84	5,361.24	5,468.46	65,299.87

SCHOOL CLERICAL EMPLOYEES

(All School Clerical and Bookkeeper Positions are FLSA: Non-Exempt)

Clerical Staffing Matrix

Enrollment	Secretary (37.5 hr/week) 9 MONTH	Bookkeeper (37.5 hr/week) 9/12 MONTH*	Secretary/ Bookkeeper (37.5 hr/week) 12 MONTH	General Clerical (35 hr/week) 9 MONTH
High Schools				
0 - 499	1.00	1.00		
500 – 749	1.00	1.00		1.00
750 – 999	1.00	1.00		1.00
1,000 – 1,249	1.00	2.00		2.00
1,249 – 1,499	1.00	2.00		2.00
1,500 – 1,750	1.00	2.00		2.00
1,750 - Above	1.00	2.00		2.00
Middle Schools				
0 - 499	1.00	1.00		
500 – 749	1.00	1.00		1.00
750 – up	1.00	1.00		1.00
Elementary Schools				
0 – 439			1.00	1.00
440 – 659			1.00	1.00
660-879	1.00		1.00	2.00
880-up	1.00		1.00	2.00
Unit School				
0-499			1.00	

*The first bookkeeper is a 12-month position. The second is a 9-month position.

ELEMENTARY AND LWEC SCHOOL SECRETARY/BOOKKEEPER (12 MONTH)

ENROLLMENT 0-249

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	MONTHLY AUG-SEPT	MONTHLY OCT-JULY	2026-2027 CONTRACT
0	131.37	133.99	2,682.09	2,735.73	32,667.80
1	134.49	137.18	2,745.78	2,800.70	33,443.61
2	137.60	140.35	2,809.24	2,865.43	34,216.56
3	140.70	143.52	2,872.69	2,930.14	34,989.36
4	143.82	146.70	2,936.40	2,995.12	35,765.31
5	146.92	149.86	2,999.57	3,059.57	36,534.82
6	150.03	153.03	3,063.04	3,124.30	37,307.77
7	153.15	156.21	3,126.73	3,189.27	38,083.58
8	156.25	159.38	3,190.17	3,253.97	38,856.24
9	159.35	162.54	3,253.37	3,318.44	39,626.03
10	165.27	168.57	3,374.16	3,441.64	41,097.28
11-15	171.29	174.71	3,497.15	3,567.09	42,595.28
16-20	177.42	180.97	3,622.34	3,694.78	44,120.05

ENROLLMENT 250-399

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	MONTHLY AUG-SEPT	MONTHLY OCT-JULY	2026-2027 CONTRACT
0	135.00	137.70	2,756.24	2,811.36	33,571.00
1	138.12	140.88	2,819.94	2,876.33	34,346.81
2	141.23	144.05	2,883.38	2,941.05	35,119.62
3	144.33	147.22	2,946.83	3,005.77	35,892.42
4	147.45	150.40	3,010.53	3,070.74	36,668.23
5	150.55	153.56	3,073.72	3,135.19	37,437.88
6	153.65	156.72	3,136.92	3,199.66	38,207.68
7	156.76	159.90	3,200.61	3,264.63	38,983.49
8	159.87	163.07	3,264.08	3,329.36	39,756.43
9	162.98	166.24	3,327.50	3,394.05	40,528.95
10	168.97	172.34	3,449.72	3,518.71	42,017.53
11-15	175.06	178.56	3,574.13	3,645.61	43,532.87
16-20	181.26	184.89	3,700.74	3,774.75	45,074.97

ENROLLMENT 400-549

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	MONTHLY AUG-SEPT	MONTHLY OCT-JULY	2026-2027 CONTRACT
0	139.42	142.21	2,846.44	2,903.37	34,669.66
1	141.73	144.56	2,893.58	2,951.46	35,243.86
2	144.86	147.76	2,957.54	3,016.69	36,022.82
3	147.97	150.93	3,020.98	3,081.39	36,795.48
4	151.06	154.08	3,084.17	3,145.85	37,565.13
5	154.18	157.27	3,147.88	3,210.84	38,341.23
6	157.28	160.42	3,211.06	3,275.28	39,110.74
7	160.40	163.60	3,274.77	3,340.26	39,886.69
8	163.50	166.77	3,338.22	3,404.98	40,659.49
9	166.61	169.94	3,401.67	3,469.70	41,432.30
10	172.59	176.04	3,523.67	3,594.15	42,918.34
11-15	178.67	182.24	3,647.82	3,720.77	44,430.39
16-20	184.85	188.55	3,774.09	3,849.58	45,968.46

ENROLLMENT 550-UP

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	MONTHLY AUG-SEPT	MONTHLY OCT-JULY	2026-2027 CONTRACT
0	142.25	145.10	2,904.28	2,962.36	35,374.11
1	145.36	148.27	2,967.73	3,027.08	36,146.92
2	148.47	151.44	3,031.18	3,091.80	36,919.72
3	151.60	154.63	3,095.12	3,157.02	37,698.54
4	154.69	157.79	3,158.32	3,221.49	38,468.33
5	157.81	160.97	3,222.02	3,286.46	39,244.15
6	160.92	164.14	3,285.48	3,351.19	40,017.09
7	164.03	167.31	3,348.91	3,415.89	40,789.75
8	167.12	170.47	3,412.11	3,480.36	41,559.55
9	170.24	173.65	3,475.81	3,545.33	42,335.36
10	176.37	179.90	3,600.90	3,672.92	43,859.01
11-15	182.61	186.26	3,728.20	3,802.76	45,409.44
16-20	188.95	192.73	3,857.69	3,934.84	46,986.64

MIDDLE AND HIGH SCHOOL SECRETARY (9 MONTH)

ENROLLMENT 0-749

STEP/ANNIVERSARY	SEPTEMBER DAILY	OCT-AUG DAILY	SEPTEMBER MONTHLY	OCT-AUG MONTHLY	2026-2027 CONTRACT
0	132.25	134.90	2,060.96	2,102.18	25,184.94
1	135.22	137.92	2,107.16	2,149.31	25,749.52
2	138.18	140.95	2,153.36	2,196.43	26,314.10
3	141.14	143.96	2,199.36	2,243.34	26,876.14
4	144.11	146.99	2,245.75	2,290.67	27,443.12
5	147.08	150.02	2,291.94	2,337.78	28,007.55
6	150.03	153.03	2,337.94	2,384.70	28,569.59
7	152.99	156.05	2,384.14	2,431.82	29,134.17
8	156.25	159.38	2,434.97	2,483.66	29,755.27
9	159.35	162.54	2,483.23	2,532.90	30,345.13
10	165.18	168.48	2,574.03	2,625.51	31,454.63
11-15	171.11	174.53	2,666.45	2,719.78	32,583.98
16-20	177.14	180.69	2,760.49	2,815.70	33,733.17

ENROLLMENT 750-999

STEP/ANNIVERSARY	SEPTEMBER DAILY	OCT-AUG DAILY	SEPTEMBER MONTHLY	OCT-AUG MONTHLY	2026-2027 CONTRACT
0	135.71	138.43	2,114.86	2,157.16	25,843.57
1	138.68	141.45	2,161.05	2,204.27	26,408.00
2	141.64	144.47	2,207.25	2,251.39	26,972.58
3	144.59	147.48	2,253.24	2,298.31	27,534.62
4	147.57	150.52	2,299.65	2,345.64	28,101.75
5	150.52	153.53	2,345.65	2,392.56	28,663.79
6	153.47	156.54	2,391.64	2,439.47	29,225.83
7	156.76	159.90	2,442.87	2,491.73	29,851.86
8	159.87	163.07	2,491.35	2,541.17	30,444.26
9	162.98	166.24	2,539.85	2,590.65	31,036.95
10	168.90	172.28	2,632.01	2,684.65	32,163.14
11-15	174.92	178.42	2,725.80	2,780.32	33,309.30
16-20	181.04	184.66	2,821.23	2,877.66	34,475.44

ENROLLMENT 1000-1249

STEP/ANNIVERSARY	SEPTEMBER DAILY	OCT-AUG DAILY	SEPTEMBER MONTHLY	OCT-AUG MONTHLY	2026-2027 CONTRACT
0	139.17	141.95	2,168.74	2,212.12	26,502.05
1	142.12	144.97	2,214.75	2,259.04	27,064.24
2	145.09	147.99	2,260.94	2,306.16	27,628.67
3	148.05	151.01	2,307.14	2,353.28	28,193.25
4	151.00	154.02	2,353.13	2,400.20	28,755.29
5	154.18	157.27	2,402.70	2,450.75	29,360.99
6	157.28	160.43	2,450.99	2,500.01	29,951.14
7	160.39	163.60	2,499.46	2,549.45	30,543.39
8	163.50	166.77	2,547.95	2,598.91	31,135.93
9	166.62	169.95	2,596.44	2,648.37	31,728.47
10	172.62	176.07	2,689.96	2,743.76	32,871.33
11-15	178.72	182.30	2,785.13	2,840.83	34,034.29
16-20	184.94	188.64	2,881.94	2,939.58	35,217.35

ENROLLMENT 1250-UP

STEP/ANNIVERSARY	SEPTEMBER DAILY	OCT-AUG DAILY	SEPTEMBER MONTHLY	OCT-AUG MONTHLY	2026-2027 CONTRACT
0	142.62	145.47	2,222.45	2,266.89	27,158.28
1	145.58	148.49	2,268.65	2,314.02	27,722.87
2	148.55	151.52	2,314.84	2,361.13	28,287.30
3	151.51	154.54	2,361.04	2,408.26	28,851.88
4	154.70	157.80	2,410.81	2,459.03	29,460.12
5	157.82	160.97	2,459.30	2,508.49	30,052.67
6	160.91	164.13	2,507.58	2,557.73	30,642.67
7	164.03	167.31	2,556.07	2,607.19	31,235.21
8	167.12	170.47	2,604.35	2,656.44	31,825.21
9	170.25	173.65	2,653.05	2,706.11	32,420.30
10	176.34	179.87	2,747.96	2,802.92	33,580.08
11-15	182.54	186.19	2,844.53	2,901.42	34,760.11
16-20	188.84	192.62	2,942.75	3,001.60	35,960.37

MIDDLE AND HIGH SCHOOL BOOKKEEPER (12 MONTH)

ENROLLMENT 0-749

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	JULY-SEPT MONTHLY	OCT-JUNE MONTHLY	2026-2027 CONTRACT
0	131.36	133.99	2,681.99	2,735.63	32,666.65
1	134.49	137.18	2,745.77	2,800.68	33,443.47
2	137.60	140.35	2,809.30	2,865.49	34,217.27
3	140.70	143.51	2,872.56	2,930.01	34,987.78
4	143.82	146.70	2,936.36	2,995.09	35,764.88
5	146.93	149.87	2,999.88	3,059.88	36,538.55
6	150.03	153.03	3,063.14	3,124.40	37,309.06
7	153.14	156.21	3,126.67	3,189.21	38,082.86
8	156.25	159.38	3,190.18	3,253.98	38,856.38
9	159.35	162.54	3,253.44	3,318.51	39,626.89
10	165.27	168.57	3,374.25	3,441.73	41,098.36
11-15	171.29	174.72	3,497.26	3,567.20	42,596.59
16-20	177.43	180.98	3,622.46	3,694.91	44,121.60

ENROLLMENT 750-999

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	JULY-SEPT MONTHLY	OCT-JUNE MONTHLY	2026-2027 CONTRACT
0	134.99	137.69	2,756.13	2,811.26	33,569.71
1	138.12	140.88	2,819.95	2,876.35	34,346.96
2	141.23	144.06	2,883.48	2,941.15	35,120.76
3	144.33	147.21	2,946.70	3,005.64	35,890.84
4	147.45	150.40	3,010.52	3,070.73	36,668.09
5	150.55	153.56	3,073.78	3,135.25	37,438.60
6	153.65	156.72	3,137.01	3,199.75	38,208.82
7	156.76	159.90	3,200.54	3,264.56	38,982.63
8	159.87	163.07	3,264.08	3,329.36	39,756.43
9	162.98	166.24	3,327.59	3,394.15	40,530.10
10	168.97	172.35	3,449.83	3,518.83	42,018.95
11-15	175.07	178.57	3,574.27	3,645.75	43,534.57
16-20	181.27	184.89	3,700.90	3,774.92	45,076.96

ENROLLMENT 1000-1249

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	JULY-SEPT MONTHLY	OCT-JUNE MONTHLY	2026-2027 CONTRACT
0	138.63	141.40	2,830.30	2,886.91	34,473.06
1	141.72	144.56	2,893.55	2,951.42	35,243.43
2	144.85	147.75	2,957.35	3,016.50	36,020.53
3	147.96	150.92	3,020.88	3,081.30	36,794.33
4	151.06	154.08	3,084.12	3,145.80	37,564.56
5	154.18	157.27	3,147.93	3,210.89	38,341.80
6	157.28	160.43	3,211.19	3,275.42	39,112.31
7	160.39	163.60	3,274.72	3,340.22	39,886.12
8	163.51	166.78	3,338.24	3,405.01	40,659.78
9	166.62	169.95	3,401.76	3,469.80	41,433.44
10	172.67	176.13	3,525.42	3,595.93	42,939.66
11-15	178.84	182.42	3,651.29	3,724.31	44,472.66
16-20	185.11	188.81	3,779.34	3,854.93	46,032.42

ENROLLMENT 1250-UP

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	JULY-SEPT MONTHLY	OCT-JUNE MONTHLY	2026-2027 CONTRACT
0	142.25	145.09	2,904.17	2,962.26	35,372.82
1	145.36	148.26	2,967.70	3,027.06	36,146.63
2	148.47	151.44	3,031.26	3,091.88	36,920.72
3	151.59	154.63	3,095.04	3,156.94	37,697.54
4	154.71	157.80	3,158.57	3,221.74	38,471.34
5	157.82	160.97	3,222.07	3,286.52	39,244.86
6	160.91	164.13	3,285.33	3,351.04	40,015.37
7	164.03	167.31	3,348.87	3,415.84	40,789.18
8	167.12	170.47	3,412.13	3,480.37	41,559.69
9	170.25	173.65	3,475.90	3,545.42	42,336.50
10	176.38	179.90	3,601.02	3,673.04	43,860.43
11-15	182.61	186.26	3,728.34	3,802.90	45,411.13
16-20	188.96	192.74	3,857.85	3,935.01	46,988.62

HIGH SCHOOL BOOKKEEPER (9 MONTH)

ENROLLMENT 1000-1249

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	JULY-SEPT MONTHLY	OCT-JUNE MONTHLY	2026-2027 CONTRACT
0	138.63	141.40	2,830.30	2,886.91	34,473.06
1	141.72	144.56	2,893.55	2,951.42	35,243.43
2	144.85	147.75	2,957.35	3,016.50	36,020.53
3	147.96	150.92	3,020.88	3,081.30	36,794.33
4	151.06	154.08	3,084.12	3,145.80	37,564.56
5	154.18	157.27	3,147.93	3,210.89	38,341.80
6	157.28	160.43	3,211.19	3,275.42	39,112.31
7	160.39	163.60	3,274.72	3,340.22	39,886.12
8	163.51	166.78	3,338.24	3,405.01	40,659.78
9	166.62	169.95	3,401.76	3,469.80	41,433.44
10	172.67	176.13	3,525.42	3,595.93	42,939.66
11-15	178.84	182.42	3,651.29	3,724.31	44,472.66
16-20	185.11	188.81	3,779.34	3,854.93	46,032.42

ENROLLMENT 1250-UP

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	JULY-SEPT MONTHLY	OCT-JUNE MONTHLY	2026-2027 CONTRACT
0	142.25	145.09	2,904.17	2,962.26	35,372.82
1	145.36	148.26	2,967.70	3,027.06	36,146.63
2	148.47	151.44	3,031.26	3,091.88	36,920.72
3	151.59	154.63	3,095.04	3,156.94	37,697.54
4	154.71	157.80	3,158.57	3,221.74	38,471.34
5	157.82	160.97	3,222.07	3,286.52	39,244.86
6	160.91	164.13	3,285.33	3,351.04	40,015.37
7	164.03	167.31	3,348.87	3,415.84	40,789.18
8	167.12	170.47	3,412.13	3,480.37	41,559.69
9	170.25	173.65	3,475.90	3,545.42	42,336.50
10	176.38	179.90	3,601.02	3,673.04	43,860.43
11-15	182.61	186.26	3,728.34	3,802.90	45,411.13
16-20	188.96	192.74	3,857.85	3,935.01	46,988.62

SCHOOL CLERICAL PARAEDUCATORS (9 MONTH)

STEP/ANNIVERSARY	SEPT DAILY	OCT-AUG DAILY	SEPT MONTHLY	OCT-AUG MONTHLY	2026-2027 CONTRACT
0	107.10	109.24	1,668.98	1,702.35	20,394.87
1	108.79	110.96	1,695.23	1,729.14	20,715.76
2	110.36	112.56	1,719.74	1,754.14	21,015.23
3	112.04	114.28	1,745.99	1,780.91	21,335.98
4	113.73	116.00	1,772.25	1,807.69	21,656.87
5	115.40	117.71	1,798.31	1,834.27	21,975.32
6	117.08	119.43	1,824.57	1,861.06	22,296.21
7	118.88	121.26	1,852.57	1,889.62	22,638.37
8	120.69	123.10	1,880.77	1,918.38	22,982.99
9	122.58	125.03	1,910.13	1,948.34	23,341.83
10	126.25	128.78	1,967.46	2,006.81	24,042.36
11-15	129.99	132.59	2,025.71	2,066.23	24,754.22
16-20	133.79	136.47	2,084.90	2,126.59	25,477.42

CUSTODIAL, MAINTENANCE, AND TRANSPORTATION

CUSTODIAN (SCHOOL) (9 MONTH/187 days) (FLSA: Non-Exempt)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	15.30	15.61	1,907.40	1,945.55	23,308.43
1	15.52	15.83	1,934.72	1,973.41	23,642.26
2	15.74	16.05	1,961.85	2,001.09	23,973.79
3	15.96	16.27	1,989.17	2,028.95	24,307.62
4	16.17	16.50	2,016.31	2,056.63	24,639.29
5	16.39	16.72	2,043.61	2,084.49	24,972.97
6	16.63	16.96	2,073.32	2,114.79	25,335.99
7	16.86	17.20	2,101.92	2,143.96	25,685.49
8	17.09	17.43	2,130.52	2,173.13	26,034.99
9	17.32	17.66	2,158.94	2,202.11	26,382.19
10	17.82	18.17	2,221.00	2,265.42	27,140.63
11-15	18.32	18.69	2,283.84	2,329.52	27,908.58
16-20	18.83	19.21	2,347.65	2,394.61	28,688.33

**CUSTODIAN (SCHOOL) (12 MONTH +5 Days) (FLSA: Non-Exempt)*

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	15.30	15.61	2,550.00	2,601.00	31,059.00
1	15.51	15.82	2,585.70	2,637.41	31,493.83
2	15.73	16.04	2,621.40	2,673.83	31,928.65
3	15.95	16.27	2,658.80	2,711.98	32,384.18
4	16.17	16.49	2,694.50	2,748.39	32,819.01
5	16.39	16.72	2,731.90	2,786.54	33,274.54
6	16.63	16.96	2,771.00	2,826.42	33,750.78
7	16.85	17.19	2,808.40	2,864.57	34,206.31
8	17.09	17.43	2,847.50	2,904.45	34,682.55
9	17.31	17.66	2,884.90	2,942.60	35,138.08
10	17.81	18.17	2,968.20	3,027.56	36,152.68
11-15	18.32	18.69	3,053.20	3,114.26	37,187.98
16-20	18.83	19.21	3,138.20	3,200.96	38,223.28

**HEAD CUSTODIAN (SCHOOL) (12 MONTH +5 Days) (FLSA: Non-Exempt)*

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	16.33	16.66	2,721.92	2,776.36	33,316.32
1	16.60	16.94	2,767.33	2,822.68	33,872.17
2	16.89	17.23	2,815.01	2,871.31	34,455.67
3	17.18	17.52	2,862.69	2,919.94	35,039.32
4	17.46	17.81	2,910.35	2,968.56	35,622.68
5	17.75	18.10	2,958.02	3,017.18	36,206.18
6	18.03	18.39	3,005.70	3,065.82	36,789.82
7	18.33	18.70	3,055.63	3,116.75	37,400.97
8	18.62	18.99	3,103.31	3,165.37	37,984.47
9	18.91	19.28	3,150.99	3,214.01	38,568.12
10	19.53	19.92	3,255.32	3,320.42	39,845.09
11-15	20.17	20.57	3,361.30	3,428.52	41,142.27
16-20	20.81	21.23	3,468.92	3,538.30	42,459.64

CENTRAL OFFICE CUSTODIAN (12 Month/245 days) (FLSA: Non-Exempt)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	15.30	15.61	2,499.00	2,548.98	30,587.76
1	16.36	130.89	2,672.26	2,725.71	32,708.51
2	16.61	16.94	2,712.25	2,766.49	33,197.92
3	16.85	17.19	2,752.23	2,807.28	33,687.32
4	17.11	17.45	2,793.88	2,849.76	34,197.12
5	17.34	17.69	2,832.20	2,888.84	34,666.13
6	17.60	17.95	2,873.85	2,931.33	35,175.92
7	17.85	18.21	2,915.50	2,973.81	35,685.72
8	18.09	18.46	2,955.48	3,014.59	36,175.12
9	18.33	18.70	2,993.80	3,053.68	36,644.14
10	18.99	19.37	3,102.09	3,164.13	37,969.61
11-15	19.66	20.05	3,210.38	3,274.59	39,295.08
16-20	20.34	20.75	3,322.00	3,388.44	40,661.33

*Additional days are to be worked during Thanksgiving, winter, or spring breaks or on other dates to be arranged with the building principal or supervisor.

MAINTENANCE *(12 MONTH)*

MAINTENANCE - ASSISTANT (FLSA: Non-Exempt)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	15.30	15.61	2,499.00	2,548.98	30,437.82
1	15.71	16.02	2,565.74	2,617.06	31,250.73
2	16.14	16.46	2,635.43	2,688.13	32,099.48
3	16.56	16.89	2,705.10	2,759.20	32,948.09
4	16.99	17.33	2,774.78	2,830.28	33,796.84
5	17.42	17.76	2,844.47	2,901.35	34,645.59
6	17.84	18.20	2,914.15	2,972.43	35,494.34
7	18.27	18.63	2,983.83	3,043.51	36,343.09
8	18.70	19.07	3,053.51	3,114.58	37,191.70
9	19.12	19.50	3,123.19	3,185.65	38,040.45
10	19.88	20.28	3,247.17	3,312.11	39,550.53
11-15	20.66	21.07	3,373.56	3,441.03	41,089.99
16-20	21.44	21.87	3,502.37	3,572.41	42,658.83

MAINTENANCE - ASSISTANT (Warehouse) (FLSA: Non-Exempt)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	15.34	15.65	2,349.09	2,396.07	28,611.91
1	16.39	16.72	2,510.48	2,560.69	30,577.66
2	17.41	17.75	2,665.34	2,718.65	32,463.89
3	18.45	18.81	2,824.57	2,881.06	34,403.27
4	19.51	19.91	2,988.16	3,047.93	36,395.82
5	20.55	20.97	3,147.38	3,210.33	38,335.07
6	21.59	22.03	3,306.61	3,372.74	40,274.45
7	22.65	23.10	3,468.01	3,537.37	42,240.35
8	23.70	24.18	3,629.41	3,702.00	44,206.25
9	24.74	25.24	3,788.64	3,864.41	46,145.64
10	26.18	26.70	4,008.22	4,088.39	48,820.14
11-15	27.65	28.20	4,233.34	4,318.01	51,562.09
16-20	29.15	29.74	4,464.00	4,553.28	54,371.47

MAINTENANCE - SKILLED (FLSA: Non-Exempt)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	24.79	25.28	4,048.19	4,129.15	49,306.92
1	25.01	25.51	4,085.27	4,166.98	49,758.59
2	25.21	25.72	4,117.98	4,200.34	50,156.96
3	25.41	25.92	4,150.71	4,233.72	50,555.61
4	25.61	26.13	4,183.41	4,267.08	50,953.98
5	25.83	26.34	4,218.32	4,302.69	51,379.14
6	26.01	26.53	4,248.85	4,333.83	51,751.00
7	26.24	26.77	4,285.93	4,371.65	52,202.67
8	26.43	26.96	4,316.46	4,402.79	52,574.53
9	26.65	27.19	4,353.55	4,440.62	53,026.20
10	27.36	27.91	4,468.39	4,557.76	54,425.02
11-15	28.07	28.63	4,584.41	4,676.10	55,838.14
16-20	28.79	29.36	4,701.61	4,795.64	57,265.57

MAINTENANCE – FOREMAN (FLSA: Exempt)*

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	31.60	32.23	5,161.45	5,264.68	62,866.44
1	31.89	32.53	5,208.72	5,312.89	63,442.21
2	32.15	32.79	5,250.43	5,355.44	63,950.20
3	32.40	33.05	5,292.16	5,398.00	64,458.47
4	32.66	33.31	5,333.86	5,440.54	64,966.46
5	32.93	33.59	5,378.37	5,485.94	65,508.56
6	33.17	33.83	5,417.29	5,525.64	65,982.58
7	33.46	34.13	5,464.57	5,573.86	66,558.50
8	33.70	34.37	5,503.50	5,613.57	67,032.67
9	33.98	34.66	5,550.77	5,661.79	67,608.44
10	34.88	35.58	5,697.20	5,811.15	69,391.92
11-15	35.79	36.50	5,845.13	5,962.03	71,193.64
16-20	36.70	37.44	5,994.55	6,114.44	73,013.59

TRANSPORTATION

BUS SHOP – STATE-CERTIFIED MECHANIC/PARTS CLERK (12 MONTH)

(FLSA: Non-Exempt)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	24.79	25.28	4,048.19	4,129.15	49,306.92
1	25.01	25.51	4,085.27	4,166.98	49,758.59
2	25.21	25.72	4,117.98	4,200.34	50,156.96
3	25.41	25.92	4,150.71	4,233.72	50,555.61
4	25.61	26.13	4,183.41	4,267.08	50,953.98
5	25.83	26.34	4,218.32	4,302.69	51,379.14
6	26.01	26.53	4,248.85	4,333.83	51,751.00
7	26.24	26.77	4,285.93	4,371.65	52,202.67
8	26.43	26.96	4,316.46	4,402.79	52,574.53
9	26.65	27.19	4,353.55	4,440.62	53,026.20
10	27.36	27.91	4,468.39	4,557.76	54,425.02
11-15	28.07	28.63	4,584.41	4,676.10	55,838.14
16-20	28.79	29.36	4,701.61	4,795.64	57,265.57

BUS SHOP – FOREMAN (12 MONTH) (FLSA: Exempt)*

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	31.60	32.23	5,161.45	5,264.68	62,866.44
1	31.89	32.53	5,208.72	5,312.89	63,442.21
2	32.15	32.79	5,250.43	5,355.44	63,950.20
3	32.40	33.05	5,292.16	5,398.00	64,458.47
4	32.66	33.31	5,333.86	5,440.54	64,966.46
5	32.93	33.59	5,378.37	5,485.94	65,508.56
6	33.17	33.83	5,417.29	5,525.64	65,982.58
7	33.46	34.13	5,464.57	5,573.86	66,558.50
8	33.70	34.37	5,503.50	5,613.57	67,032.67
9	33.98	34.66	5,550.77	5,661.79	67,608.44
10	34.88	35.58	5,697.20	5,811.15	69,391.92
11-15	35.79	36.50	5,845.13	5,962.03	71,193.64
16-20	36.70	37.44	5,994.55	6,114.44	73,013.59

BUS SHOP - ROUTE SUPERVISOR (12 MONTH) (FLSA: Exempt)

STEP/ANNIVERSARY	DAILY JULY-SEPT	DAILY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	221.96	226.39	4,531.59	4,622.22	55,194.72
1	223.74	228.22	4,568.12	4,659.48	55,639.66
2	225.55	230.06	4,604.93	4,697.03	56,088.04
3	227.35	231.90	4,641.74	4,734.58	56,536.42
4	229.15	233.74	4,678.54	4,772.11	56,984.65
5	230.94	235.56	4,715.07	4,809.37	57,429.59
6	232.74	237.40	4,751.87	4,846.91	57,877.82
7	234.55	239.24	4,788.67	4,884.45	58,326.06
8	236.35	241.08	4,825.50	4,922.01	58,774.58
9	238.15	242.92	4,862.30	4,959.55	59,222.81
10	244.38	249.27	4,989.51	5,089.30	60,772.27
11-15	250.68	255.69	5,118.00	5,220.36	62,337.22
16-20	257.03	262.17	5,247.76	5,352.71	63,917.66

BUS SHOP – ASSISTANT (12 MONTH) (FLSA: Non-Exempt)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	16.00	16.32	2,667.48	2,720.83	32,489.94
1	16.27	16.60	2,711.99	2,766.23	33,032.01
2	16.55	16.88	2,758.71	2,813.88	33,601.04
3	16.83	17.17	2,805.44	2,861.54	34,170.21
4	17.11	17.46	2,852.14	2,909.19	34,739.09
5	17.39	17.74	2,898.86	2,956.84	35,308.12
6	17.67	18.03	2,945.59	3,004.50	35,877.29
7	17.97	18.33	2,994.52	3,054.41	36,473.28
8	18.25	18.61	3,041.24	3,102.07	37,042.31
9	18.53	18.90	3,087.97	3,149.73	37,611.48
10	19.14	19.52	3,190.21	3,254.02	38,856.78
11-15	19.76	20.16	3,294.07	3,359.95	40,121.78
16-20	20.40	20.81	3,399.55	3,467.54	41,406.47

REGULAR BUS DRIVERS (9 MONTH/184 Day Contract) (FLSA: Non-Exempt)*

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2026-2027 CONTRACT
0	86.32	88.05	1,323.61	1,350.08	16,174.48
1	87.18	88.93	1,336.81	1,363.54	16,335.78
2	88.06	89.82	1,350.20	1,377.20	16,499.39
3	88.93	90.71	1,363.61	1,390.88	16,663.29
4	89.79	91.59	1,376.81	1,404.34	16,824.60
5	90.65	92.47	1,390.01	1,417.81	16,985.90
6	91.54	93.37	1,403.59	1,431.66	17,151.81
7	92.40	94.25	1,416.79	1,445.12	17,313.12
8	93.26	95.13	1,430.00	1,458.60	17,474.57
9	94.15	96.03	1,443.59	1,472.46	17,640.62
10	96.75	98.69	1,483.58	1,513.25	18,129.30
11-15	99.39	101.38	1,524.03	1,554.51	18,623.62
16-20	102.06	104.10	1,564.94	1,596.24	19,123.57

SPECIAL EDUCATION ROUTE BUS DRIVERS and UTILITY (UNASSIGNED) DRIVERS (9 MONTH/184 Day Contract)

(FLSA: Non-Exempt)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2026-2027 CONTRACT
0	99.88	101.87	1,531.45	1,562.08	18,714.28
1	100.74	102.75	1,544.65	1,575.54	18,875.59
2	101.61	103.64	1,558.04	1,589.20	19,039.20
3	102.49	104.54	1,571.45	1,602.88	19,203.09
4	103.35	105.41	1,584.65	1,616.34	19,364.40
5	104.21	106.29	1,597.85	1,629.81	19,525.71
6	105.09	107.20	1,611.44	1,643.67	19,691.76
7	105.95	108.07	1,624.64	1,657.13	19,853.07
8	106.82	108.95	1,637.84	1,670.59	20,014.38
9	107.70	109.86	1,651.44	1,684.47	20,180.57
10	110.57	112.78	1,695.43	1,729.33	20,718.11
11-15	113.47	115.74	1,739.88	1,774.67	21,261.28
16-20	116.40	118.73	1,784.79	1,820.48	21,810.10

SPECIAL EDUCATION BUS PARA-EDUCATOR (9 MONTH/184 Day Contract)

(FLSA: Non-Exempt)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2026-2027 CONTRACT
0	71.97	73.40	1,103.47	1,125.54	13,484.43
1	72.71	74.16	1,114.90	1,137.19	13,624.03
2	73.46	74.93	1,126.34	1,148.87	13,763.92
3	74.20	75.69	1,137.79	1,160.55	13,903.80
4	74.95	76.45	1,149.23	1,172.21	14,043.55
5	75.70	77.21	1,160.66	1,183.88	14,183.29
6	76.44	77.97	1,172.11	1,195.55	14,323.18
7	77.19	78.73	1,183.54	1,207.22	14,462.92
8	77.93	79.49	1,194.99	1,218.89	14,602.80
9	78.68	80.25	1,206.43	1,230.56	14,742.55
10	80.88	82.50	1,240.12	1,264.92	15,154.29
11-15	83.10	84.76	1,274.21	1,299.70	15,570.87
16-20	85.35	87.06	1,308.70	1,334.87	15,992.29

*Utility Worker (Unassigned Bus Driver) will be paid from the Special Education Route Bus Drivers' salary schedule.

BUS SUPPLEMENTS*

Bus supplements are for one year only and are not included when base salary is computed. The Director of Transportation must recommend a particular individual for a specific supplement each school year. **No continuing service status in the supplement position is implied or should be assumed by the individual receiving a supplement.**

Long Route	$1500
Extra-Long Route	$2000
Supplement**	$50.00/per run
Field Trip Rate	$17.00/per hour

Tuscaloosa Area Career Technical School and Target Route drivers will be supplemented at the rate of $50.00 per run. **A run is defined as driving to and from a specified destination.

NOTES (CUSTODIAN, MAINTENANCE, and BUS SHOP)

♦Vacation may be taken at any time, except for the two weeks prior to the opening of school and the two weeks prior to the closing of school.

♦All positions are based on the calendar adopted by the Board.

♦The normal work week shall be 40 hours for custodians, maintenance, and bus shop employees.

♦ For work days of less than 8 hours, calculate the salary using the hourly rate.

♦ Long routes will be determined by the Director of Transportation. The criteria below may be used to determine the designation of "Regular", "Long", or "Extra Long":

Regular Route - Less than 80 Miles
Long Route - 80 to 90 Miles
Extra Long Route - Greater than 90 Miles

OR

Regular Route consisting of up to 190 minutes of elapsed route time (both AM and PM routes combined) as calculated by the routing software.
Long Route consisting of 191 to 210 minutes of elapsed route time (both AM and PM routes combined) as calculated by the routing software.
Extra Long Route consisting of 211 minutes or more of elapsed route time (both AM and PM routes combined) as calculated by the routing software.

♦***A SPECIAL EDUCATION ROUTE*** is one involving the door-to-door pick-up and delivery of special needs students **who have transportation as a "related service" designated in the student's Individual Education Plan (IEP).**

♦*A* ***TUSCALOOSA AREA CAREER TECHNICAL SCHOOL ROUTE*** is one involving the transportation of students to and from their home school to Career Technical Programs.

*A transportation or maintenance foreman who spends at least 50% of each day working skilled labor may be classified as a working foreman and may be non-exempt. Please consult with Human Resources.

CHILD NUTRITION PROGRAM

CNP MANAGER SALARY (9 MONTH/192 Day Contract) (FLSA: Non-Exempt)

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2026-2027 CONTRACT
0	2,878.60	2,936.17	35,176.44
1	2,894.01	2,951.89	35,364.77
2	2,910.78	2,969.00	35,569.79
3	2,926.70	2,985.24	35,764.31
4	2,942.16	3,001.00	35,953.22
5	2,958.13	3,017.29	36,148.31
6	2,975.16	3,034.67	36,356.49
7	2,991.93	3,051.77	36,561.36
8	3,009.83	3,070.03	36,780.17
9	3,024.98	3,085.47	36,965.20
10	3,098.07	3,160.03	37,858.36
11-15	3,171.72	3,235.15	38,758.39
16-20	3,245.95	3,310.86	39,665.46

LARGE SCHOOL SUPPLEMENT FOR CNP MANAGERS		
>=900 students	>=1,200 students	>=1,500 students
$100 per month	$150 per month	$200 per month

CNP ASSISTANT MANAGER SALARY (9 MONTH/190 Day Contract) (FLSA: Non-Exempt)

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2026-2027 CONTRACT
0	2,503.86	2,553.93	30,597.14
1	2,519.83	2,570.23	30,792.38
2	2,536.05	2,586.77	30,990.49
3	2,552.02	2,603.06	31,185.73
4	2,567.98	2,619.34	31,380.68
5	2,584.20	2,635.88	31,578.93
6	2,600.18	2,652.18	31,774.17
7	2,616.13	2,668.45	31,969.12
8	2,632.34	2,684.99	32,167.23
9	2,648.03	2,700.99	32,358.87
10	2,710.04	2,764.24	33,116.70
11-15	2,779.82	2,835.41	33,969.37
16-20	2,846.54	2,903.47	34,784.71

CNP WORKER SALARY (9 MONTH/187 Day Contract) (FLSA: Non-Exempt)

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2026-2027 CONTRACT
0	1,549.76	1,580.76	18,938.10
1	1,644.02	1,676.90	20,089.92
2	1,718.41	1,752.78	20,998.95
3	1,793.91	1,829.79	21,921.58
4	1,870.68	1,908.10	22,859.74
5	1,881.97	1,919.61	22,997.65
6	1,892.94	1,930.79	23,131.67
7	1,904.22	1,942.31	23,269.58
8	1,915.35	1,953.65	23,405.55
9	1,927.75	1,966.30	23,557.05
10	2,000.70	2,040.72	24,448.60
11-15	2,075.09	2,116.59	25,357.63
16-20	2,151.07	2,194.09	26,286.08

NOTES

- CNP workers work a six-and-a-half-hour day (32.5 hours a week), including a paid lunch. Salaries are computed on the following basis: 187 days = 1 contract year. For most contracts, the annual salary is divided into 12 equal pay periods. All CNP employees will be granted the same holidays as 9-month teaching personnel. CNP Managers and Assistant Managers work an eight (8) hour day.

- Allocation of food service positions are generally based upon Meals served Per Labor Hour (MPLH) calculated in accordance with guidelines issued by the Alabama Department of Education. MPLH is a common measurement of performance, productivity and efficiency in a district's Child Nutrition Program. The CNP Director will make determinations concerning the number of workers assigned to each school using the MPLH calculation as a guide. The CNP Director will also determine whether an Assistant Manager position should be assigned.

- All CNP Employees are eligible to receive a $500 annual supplement upon successful completion of ServSafe certification. ServSafe certification is valid for five years. CNP Managers and CNP Assistant Managers are required to acquire and maintain ServSafe certification as an essential function of their position.

- The School Nutrition Association Certification Program (SNA) is recognized as a leader in the child nutrition industry. The SNA Certificate Program encourages school nutrition employees to increase their nutrition knowledge, develop the skills of food safety, and to create a healthy school environment.

  The SNA program focuses on four key areas : 1) nutrition, 2) operations, 3) administration, and 4) communications and marketing. Members earn qualifying units by attending workshops, logging in to webinars, taking online classes, and participating in Back-to-School workshops.

There are four levels of SNA certification. Each level holds a required number of continuing education hours to maintain certification. There is an annual membership fee and an additional certification fee. To review the requirements for each level of certification and download the application form, please visit the School Nutrition Association website at schoolnutrition.org and go to the "Certificate and Credentialing" tab.

SNA SUPPLEMENT FOR SCHOOL CNP EMPLOYEES	**ANNUALLY**
LEVEL 1	922.78
LEVEL 2	1384.45
LEVEL 3	1845.56
LEVEL 4	2307.23

TRAVEL SUPPLEMENT FOR SCHOOL CNP EMPLOYEES*	**PER DAY**
Inside Feeder Pattern	$10.00
Outside Feeder Pattern	$20.00

***When temporarily assigned by CNP Director based on staffing needs at another school. This in addition to any eligible mileage reimbursement.**

OTHER SUPPORT PERSONNEL

JOB COACH (9 MONTH/187 Day Contract) (FLSA: Non-Exempt)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2026-2027 CONTRACT
0	143.07	145.94	2,229.57	2,274.16	27,245.33
1	144.85	147.74	2,257.18	2,302.32	27,582.76
2	146.64	149.58	2,285.19	2,330.90	27,925.07
3	148.43	151.40	2,313.02	2,359.28	28,265.08
4	152.01	155.05	2,368.82	2,416.20	28,946.97
5	155.59	158.70	2,424.64	2,473.14	29,629.15
6	159.15	162.33	2,480.07	2,529.67	30,306.44
7	162.73	165.98	2,535.88	2,586.60	30,988.48
8	166.31	169.64	2,591.71	2,643.54	31,670.66
9	162.50	165.75	2,532.26	2,582.90	30,944.21
10	168.25	171.62	2,621.97	2,674.41	32,040.45
11-15	174.11	177.59	2,713.22	2,767.49	33,155.60
16-20	180.07	183.67	2,806.03	2,862.15	34,289.66

OCCUPATIONAL THERAPIST (9 MONTH/187 Day Contract) (FLSA: Exempt)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2026-2027 CONTRACT
0	331.54	338.17	5,166.46	5,269.79	63,134.14
1	341.99	348.83	5,329.40	5,435.99	65,125.33
2	352.42	359.47	5,491.93	5,601.76	67,111.34
3	362.87	370.12	5,654.66	5,767.75	69,099.94
4	373.31	380.77	5,817.39	5,933.74	71,088.54
5	383.74	391.41	5,979.91	6,099.51	73,074.55
6	394.19	402.08	6,142.86	6,265.72	75,065.74
7	404.64	412.73	6,305.59	6,431.70	77,054.33
8	415.07	423.37	6,468.10	6,597.46	79,040.20
9	424.35	432.83	6,612.73	6,744.98	80,807.54
10	441.97	450.81	6,887.30	7,025.05	84,162.86
11-15	459.94	469.14	7,167.44	7,310.79	87,586.15
16-20	478.28	487.84	7,453.14	7,602.21	91,077.42

PHYSICAL THERAPIST (9 MONTH/187 Day Contract) (FLSA: Exempt)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2026-2027 CONTRACT
0	358.66	365.83	5,589.12	5,700.90	68,299.01
1	369.10	376.48	5,751.84	5,866.87	70,287.46
2	379.54	387.14	5,914.57	6,032.86	72,276.06
3	389.99	397.79	6,077.30	6,198.85	74,264.66
4	400.43	408.44	6,240.05	6,364.85	76,253.40
5	410.86	419.08	6,402.56	6,530.61	78,239.27
6	421.30	429.73	6,565.29	6,696.60	80,227.87
7	431.76	440.39	6,728.24	6,862.80	82,219.06
8	442.19	451.03	6,890.77	7,028.59	84,205.21
9	451.47	460.50	7,035.40	7,176.11	85,972.57
10	469.61	479.00	7,318.10	7,464.47	89,427.23
11-15	488.11	497.87	7,606.37	7,758.50	92,949.87
16-20	506.96	517.10	7,900.20	8,058.21	96,540.48

IN-SCHOOL INTERVENTION MONITOR - (9 MONTH/187 Day Contract)(FLSA: Non-Exempt)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2026-2027 CONTRACT
0	172.99	176.45	2,695.81	2,749.73	32,942.80
1	174.96	178.46	2,726.53	2,781.06	33,318.20
2	176.95	180.49	2,757.42	2,812.57	33,695.67
3	178.92	182.50	2,788.14	2,843.90	34,071.07
4	180.91	184.53	2,819.19	2,875.57	34,450.50
5	182.87	186.53	2,849.75	2,906.75	34,823.95
6	184.84	188.54	2,880.47	2,938.08	35,199.34
7	186.75	190.49	2,910.19	2,968.39	35,562.52
8	188.65	192.42	2,939.74	2,998.53	35,923.62
9	190.38	194.19	2,966.79	3,026.13	36,254.17
10	195.83	199.74	3,051.61	3,112.64	37,290.67
11-15	201.32	205.35	3,137.26	3,200.01	38,337.32
16-20	206.89	211.03	3,224.08	3,288.56	39,398.26

ISI Monitors work 7.5 hours per day (37.5 hours per week).

SCHOOL NURSE – LPN *(9 MONTH/187 Day Contract)* *(FLSA: Non-Exempt)*

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2026-2027 CONTRACT
0	181.44	185.07	2,827.50	2,884.08	34,552.42
1	181.44	185.07	2,827.50	2,884.08	34,552.42
2	181.44	185.07	2,827.50	2,884.08	34,552.42
3	199.57	203.56	3,109.92	3,172.17	38,003.75
4	199.57	203.56	3,109.92	3,172.17	38,003.75
5	199.57	203.56	3,109.92	3,172.17	38,003.75
6	208.32	212.49	3,246.25	3,311.25	39,670.00
7	208.32	212.49	3,246.25	3,311.25	39,670.00
8	208.32	212.49	3,246.25	3,311.25	39,670.00
9	214.60	218.90	3,344.25	3,411.17	40,867.08
10	216.75	221.09	3,377.67	3,445.25	41,275.42
11	218.91	223.29	3,411.42	3,479.67	41,687.75
12	221.11	225.53	3,445.58	3,514.50	42,105.08
13	223.32	227.79	3,480.00	3,549.67	42,526.33
14	225.56	230.07	3,514.92	3,585.25	42,952.67
15	227.81	232.37	3,550.08	3,621.17	43,382.92
16	230.09	234.69	3,585.50	3,657.25	43,815.25
17	232.39	237.04	3,621.42	3,693.92	44,254.50
18	234.71	239.41	3,657.58	3,730.75	44,695.83
19	237.06	241.80	3,694.17	3,768.08	45,143.08
20	239.42	244.21	3,731.00	3,805.67	45,593.33
21	241.82	246.66	3,768.42	3,843.83	46,050.58
22	244.24	249.13	3,806.08	3,882.25	46,510.83
23	246.68	251.62	3,844.17	3,921.08	46,976.08
24	249.15	254.13	3,882.58	3,960.25	47,445.33
25	251.64	256.68	3,921.42	3,999.92	47,920.50
26	254.16	259.24	3,960.58	4,039.83	48,398.75
27	256.70	261.84	4,000.25	4,080.33	48,883.92
28	259.27	264.45	4,040.25	4,121.08	49,372.17
29	261.86	267.10	4,080.67	4,162.33	49,866.33
30	264.48	269.77	4,121.42	4,203.92	50,364.50
31	267.12	272.47	4,162.67	4,246.00	50,868.67
32	269.80	275.20	4,204.33	4,288.50	51,377.83
33	272.49	277.95	4,246.33	4,331.33	51,891.00
34	275.21	280.72	4,288.75	4,374.58	52,409.17
35	277.97	283.53	4,331.67	4,418.33	52,933.33

LPN's work 7.5 hours per day (37.5 hours per week).

SCHOOL NURSE SUPPLEMENTS BASED ON ENROLLMENT

STUDENT ADM	ANNUAL SUPPLEMENT
400-599	$500
600-999	$1000
1000 or more	$1500

*If two or more nurses share a school, the supplement will be determined by dividing the ADM by the number of nurses.

SCHOOL NURSE – RN (9 MONTH/187 Day Contract) (FLSA: Exempt)

BACHELOR'S DEGREE						MASTER'S DEGREE					
EXP	SEPT DAILY RATE	OCT-AUG DAILY RATE	2026 SEPT MONTHLY	2026-2027 OCT-AUG MONTHLY	2026-2027 CONTRACT	EXP	SEPT DAILY RATE	OCT-AUG DAILY RATE	2026 SEPT MONTHLY	2026-2027 OCT-AUG MONTHLY	2026-2027 CONTRACT
0	258.12	263.29	4,022.42	4,102.92	49,154.50	0	278.34	283.90	4,337.42	4,424.17	53,003.25
1	258.12	263.29	4,022.42	4,102.92	49,154.50	1	278.34	283.90	4,337.42	4,424.17	53,003.25
2	258.12	263.29	4,022.42	4,102.92	49,154.50	2	278.34	283.90	4,337.42	4,424.17	53,003.25
3	283.90	289.58	4,424.17	4,512.67	54,063.50	3	306.14	312.26	4,770.67	4,866.08	58,297.58
4	283.90	289.58	4,424.17	4,512.67	54,063.50	4	306.14	312.26	4,770.67	4,866.08	58,297.58
5	283.90	289.58	4,424.17	4,512.67	54,063.50	5	306.14	312.26	4,770.67	4,866.08	58,297.58
6	296.35	302.28	4,618.17	4,710.58	56,434.58	6	319.56	325.96	4,979.83	5,079.50	60,854.33
7	296.35	302.28	4,618.17	4,710.58	56,434.58	7	319.56	325.96	4,979.83	5,079.50	60,854.33
8	296.35	302.28	4,618.17	4,710.58	56,434.58	8	319.56	325.96	4,979.83	5,079.50	60,854.33
9	305.30	311.41	4,757.67	4,852.83	58,138.83	9	329.21	335.80	5,130.17	5,232.83	62,691.33
10	308.35	314.52	4,805.17	4,901.33	58,719.83	10	332.50	339.15	5,181.42	5,285.08	63,317.33
11	311.43	317.66	4,853.17	4,950.25	59,305.92	11	335.82	342.54	5,233.25	5,337.92	63,950.33
12	314.56	320.85	4,901.83	4,999.92	59,900.92	12	339.18	345.97	5,285.58	5,391.33	64,590.25
13	317.70	324.05	4,950.75	5,049.83	60,498.92	13	342.58	349.43	5,338.50	5,445.33	65,237.17
14	320.88	327.30	5,000.33	5,100.42	61,104.92	14	346.00	352.93	5,391.83	5,499.75	65,889.08
15	324.09	330.57	5,050.33	5,151.42	61,715.92	15	349.47	356.45	5,445.83	5,554.75	66,548.08
16	327.33	333.88	5,100.83	5,202.92	62,332.92	16	352.96	360.02	5,500.25	5,610.33	67,213.92
17	330.60	337.21	5,151.83	5,254.92	62,955.92	17	356.49	363.62	5,555.25	5,666.42	67,885.83
18	333.90	340.58	5,203.33	5,307.42	63,584.92	18	360.05	367.25	5,610.75	5,723.00	68,563.75
19	337.24	343.99	5,255.33	5,360.50	64,220.83	19	363.65	370.93	5,666.83	5,780.25	69,249.58
20	340.61	347.42	5,307.83	5,414.00	64,861.83	20	367.28	374.63	5,723.50	5,838.00	69,941.50
21	344.02	350.90	5,361.00	5,468.25	65,511.75	21	370.96	378.39	5,780.83	5,896.50	70,642.33
22	347.45	354.41	5,414.50	5,522.83	66,165.67	22	374.66	382.16	5,838.50	5,955.33	71,347.17
23	350.94	357.96	5,468.75	5,578.17	66,828.58	23	378.41	385.98	5,896.92	6,014.92	72,061.00
24	354.45	361.54	5,523.50	5,634.00	67,497.50	24	382.20	389.85	5,956.00	6,075.17	72,782.83
25	357.99	365.15	5,578.67	5,690.25	68,171.42	25	386.02	393.74	6,015.50	6,135.83	73,509.67
26	361.57	368.80	5,634.42	5,747.17	68,853.25	26	389.88	397.68	6,075.58	6,197.17	74,244.42
27	365.19	372.50	5,690.92	5,804.75	69,543.17	27	393.78	401.66	6,136.42	6,259.17	74,987.25
28	368.84	376.22	5,747.75	5,862.75	70,238.00	28	397.72	405.67	6,197.75	6,321.75	75,737.00
29	372.52	379.98	5,805.17	5,921.33	70,939.83	29	401.70	409.73	6,259.75	6,385.00	76,494.75
30	376.25	383.78	5,863.17	5,980.50	71,648.67	30	405.71	413.82	6,322.25	6,448.75	77,258.50
31	380.01	387.61	5,921.83	6,040.33	72,365.50	31	409.76	417.96	6,385.50	6,513.25	78,031.25
32	383.82	391.50	5,981.17	6,100.83	73,090.33	32	413.87	422.14	6,449.42	6,578.42	78,812.00
33	387.65	395.40	6,040.83	6,161.67	73,819.17	33	418.00	426.36	6,513.83	6,644.17	79,599.67
34	391.52	399.36	6,101.25	6,223.33	74,557.92	34	422.18	430.62	6,578.92	6,710.50	80,394.42
35	395.44	403.35	6,162.25	6,285.50	75,302.75	35	426.41	434.94	6,644.83	6,777.75	81,200.08

*If an RN possesses a Doctorate degree, will be paid based upon the daily rate of a teacher with a doctorate (187 days).

PARAEDUCATOR – Instructional, Physical Education, Special Education, or non-OSR funded PreK assistant (9 MONTH/187 Day Contract) (FLSA: Non-Exempt)

STEP/ANNIVERSARY	HOURLY SEPT	HOURLY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2026-2027 CONTRACT
0	15.30	15.61	1,668.98	1,702.35	20,394.87
1	15.54	15.85	1,695.23	1,729.14	20,715.76
2	15.77	16.08	1,719.74	1,754.14	21,015.23
3	16.01	16.33	1,745.99	1,780.91	21,335.98
4	16.25	16.57	1,772.25	1,807.69	21,656.87
5	16.49	16.82	1,798.31	1,834.27	21,975.32
6	16.73	17.06	1,824.57	1,861.06	22,296.21
7	16.98	17.32	1,852.57	1,889.62	22,638.37
8	17.24	17.59	1,880.77	1,918.38	22,982.99
9	17.51	17.86	1,910.13	1,948.34	23,341.83
10	18.04	18.40	1,967.46	2,006.81	24,042.36
11-15	18.57	18.94	2,025.71	2,066.23	24,754.22
16-20	19.11	19.50	2,084.90	2,126.59	25,477.42

Paraeducators work 7 hours per day (35 hours per week).

PRE-SCHOOL TEACHER ASSISTANT (9 MONTH/187 Day Contract) (OFFICE OF SCHOOL READINESS FUNDED POSITIONS ONLY) (FLSA: Non-Exempt)

STEP/ANNIVERSARY	HOURLY SEPT	HOURLY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2026-2027 CONTRACT
0	16.32	16.65	1,907.40	1,945.55	23,308.43
1	16.63	16.97	1,944.17	1,983.05	23,757.70
2	16.96	17.29	1,981.67	2,021.31	24,216.04
3	17.28	17.63	2,019.93	2,060.33	24,683.57
4	17.62	17.97	2,058.96	2,100.14	25,160.45
5	17.96	18.32	2,098.76	2,140.73	25,646.81
6	18.24	18.61	2,131.90	2,174.53	26,051.77
7	18.52	18.89	2,165.03	2,208.33	26,456.72
8	18.81	19.18	2,198.17	2,242.14	26,861.67
9	19.15	19.53	2,237.97	2,282.73	27,348.04
10	19.43	19.82	2,271.11	2,316.53	27,752.99
11-15	19.72	20.11	2,304.25	2,350.34	28,157.94
16-20	20.00	20.40	2,337.39	2,384.14	28,562.89

PreK Teacher Assistants funded by the Office of School Readiness work 7.5 hours per day (37.5 per week).

*TECHNOLOGY**

COMPUTER TECHNICIAN (12 month) (FLSA: Non-Exempt)

STEP/ANNIVERSARY	DAILY JULY-SEPT	DAILY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	197.94	201.90	4,041.38	4,122.20	49,223.95
1	199.73	203.73	4,077.91	4,159.46	49,668.89
2	201.54	205.57	4,114.72	4,197.01	50,117.27
3	203.34	207.41	4,151.53	4,234.56	50,565.64
4	205.14	209.25	4,188.33	4,272.10	51,013.88
5	206.93	211.07	4,224.86	4,309.36	51,458.82
6	208.73	212.91	4,261.66	4,346.90	51,907.05
7	210.54	214.75	4,298.46	4,384.43	52,355.29
8	212.34	216.59	4,335.29	4,421.99	52,803.81
9	214.14	218.43	4,372.09	4,459.53	53,252.04
10	219.91	224.31	4,489.87	4,579.67	54,686.67
11-15	225.74	230.26	4,608.93	4,701.11	56,136.80
16-20	231.64	236.27	4,729.26	4,823.85	57,602.42

DATA/NETWORK TECHNICIAN (12 month) (FLSA: Non-Exempt)

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	4,603.83	4,695.91	56,074.65
1	4,645.49	4,738.40	56,582.07
2	4,687.43	4,781.18	57,092.90
3	4,729.33	4,823.92	57,603.24
4	4,771.29	4,866.72	58,114.31
5	4,811.90	4,908.14	58,608.94
6	4,854.82	4,951.92	59,131.71
7	4,896.75	4,994.69	59,642.42
8	4,938.70	5,037.47	60,153.37
9	4,980.62	5,080.23	60,663.95
10	5,114.80	5,217.10	62,298.26
11-15	5,250.43	5,355.44	63,950.24
16-20	5,387.51	5,495.26	65,619.87

NETWORK OPERATIONS MANAGER/DATA MANAGER (12 month) (FLSA: Exempt)

BACHELOR'S DEGREE

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	5,497.51	5,607.46	66,959.73
1	5,693.99	5,807.87	69,352.79
2	5,792.23	5,908.07	70,549.33
3	5,890.46	6,008.27	71,745.86
4	5,988.70	6,108.48	72,942.40
5	6,086.94	6,208.68	74,138.93
6	6,185.18	6,308.88	75,335.46
7	6,283.42	6,409.08	76,532.00
8	6,381.65	6,509.29	77,728.53
9	6,479.89	6,609.49	78,925.06
10	6,704.63	6,838.72	81,662.40
11-15	6,933.15	7,071.81	84,445.75
16-20	7,165.45	7,308.75	87,275.12

MASTER'S DEGREE

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	6,276.23	6,401.75	76,444.44
1	6,511.53	6,641.76	79,310.39
2	6,629.18	6,761.76	80,743.36
3	6,746.83	6,881.76	82,176.34
4	6,864.48	7,001.76	83,609.31
5	6,982.13	7,121.77	85,042.29
6	7,099.77	7,241.77	86,475.26
7	7,217.42	7,361.77	87,908.23
8	7,335.07	7,481.78	89,341.21
9	7,452.72	7,601.78	90,774.18
10	7,715.96	7,870.28	93,980.37
11-15	7,983.72	8,143.39	97,241.67
16-20	8,256.00	8,421.12	100,558.09

*ASSISTANT NETWORK OPERATIONS MANAGER/ASSISTANT DATA MANAGER**

(12 month)** **(FLSA: Exempt)

BACHELOR'S DEGREE

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	5,161.44	5,264.67	62,866.38
1	5,208.72	5,312.89	63,442.17
2	5,250.43	5,355.44	63,950.22
3	5,292.16	5,398.01	64,458.53
4	5,333.86	5,440.54	64,966.45
5	5,378.37	5,485.93	65,508.50
6	5,417.29	5,525.63	65,982.55
7	5,464.57	5,573.86	66,558.47
8	5,503.50	5,613.57	67,032.65
9	5,550.77	5,661.79	67,608.43
10	5,697.20	5,811.14	69,391.89
11-15	5,845.12	5,962.02	71,193.59
16-20	5,994.54	6,114.43	73,013.53

MASTER'S DEGREE

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2026-2027 CONTRACT
0	5,940.16	6,058.96	72,351.15
1	6,026.26	6,146.78	73,399.80
2	6,087.38	6,209.12	74,144.23
3	6,148.52	6,271.49	74,888.95
4	6,209.64	6,333.83	75,633.38
5	6,273.56	6,399.03	76,411.91
6	6,331.89	6,458.52	77,122.38
7	6,398.58	6,526.55	77,934.74
8	6,456.92	6,586.06	78,645.35
9	6,523.61	6,654.08	79,457.55
10	6,708.53	6,842.70	81,709.89
11-15	6,895.69	7,033.61	83,989.56
16-20	7,085.10	7,226.81	86,296.56

*Technology department employees with Apple Certification will receive a supplement of $500. A Network Operations Manager with a Cisco CCNA certification will receive a $5500 supplement.

SUBSTITUTE EMPLOYMENT

TEACHING PERSONNEL		*SUPPORT PERSONNEL*	
CLASSIFICATION	***DAILY RATE***	***CLASSIFICATION***	***DAILY RATE***
Non-Degree Substitute	$90.00	Bus Driver Substitute §	$65.00
*Extended Non-Degree Substitute	$110.00	CNP Substitute** (6 hours/day)	$78.00
4 Year Degree Substitute	$110.00	CNP Substitute with Sanitation Certification **	$84.00
*Extended Degree Substitute	***See Note Below***	Custodian (8 hours/day) - $13/hr	$104.00
Retired Certified Teacher/Administrator from another Alabama public school system.	$130.00	In-School Intervention Monitor – 4 Year Degree Substitute*	$110.00
		In-School Intervention Monitor – Non-Degree Substitute*	$90.00
1. Retired Tuscaloosa County School System Certified Teacher/Administrator. 2. Former certified employee with 25 years or more teaching experience in the Tuscaloosa County School System and left in good standing.	$140.00	Bus Para-Educator	$50.00
		Para-Educator (Clerical/PE/Special) (7 hours/day) - $13/hr	$91.00
		School Secretary/Bookkeeper (7.5 hours/day) - $13/hr	$97.50
Retired Tuscaloosa County School System Classified Employee (degreed and non-degreed).	$115.00	Nurse Substitute – LPN*	$26.00
		Nurse Substitute – RN* *Long-term nurse substitutes (20+ days) add'l $3/hr, whether LPN or RN	$35.00

NOTES

♦For Certified Teacher and In-School Intervention Monitor Extended Vacancies – Upon recommendation of the principal, a substitute who holds a valid Alabama Teacher's Certificate or has completed requirements for a teacher's certificate or holds a teacher's certificate from another state or has a bachelor's degree in a related field will be paid $150.00 per day - regardless of rank, certification type, or experience – beginning with the 21st day of continuous substituting and continuing as long as the person is substituting for the same certified teacher/ISI Monitor. The higher rate will be retroactive to the 1st day of the extended vacancy. Degreed substitute teachers who substitute more than 60 school days for the same certified teacher/ISI Monitor will receive $205.00. per day beginning on the 61st school day, but this higher rate will not be retroactive. Extended supplemental substitutes are not eligible for this increased pay.

Retroactive pay to equal $90.00 per day for Extended Non-Degree Substitutes will be given for continuous long-term employment to a substitute teacher working for an individual teacher or In-School Intervention Monitor for an extended period (at least 20 consecutive school days). It is recommended that a certified/degreed substitute be used for extended period substitution.

♦ Substitutes receive no benefits and do not accrue leave.

♦**CNP substitutes work 6 hours per day to include lunch.

♦ Employees charged for a personal leave day reimburse the System for a cost of a substitute, whether the employee needs a substitute.

♦ § Retired bus drivers will be paid the daily rate of regular bus driver at Step 0.

EXTENDED DAY PERSONNEL

POSITION	*JOB DESCRIPTION*	*HOURLY RATE*
Director	Certified teacher at local school and selected by school principal	$18.00 per hour
Teacher	Certified teacher at local school and selected by school principal and program director	$14.00 per hour
Teaching Assistant	Extended Day personnel other than a certified teacher	$8.50 per hour
Enrichment Instructor	Special activity instructor (e.g. art, music, dance, etc.)	$15.00 per hour
Bookkeeper	Financial bookkeeping and filing for programs with over 50 students enrolled.	$15.00 per hour
Nurse Supervisor	Licensed registered nurse supervising up to 5 licensed LPNs.	$5.00 per hour
Registered Nurse	Licensed registered nurse to provide direct nursing services to students.	$18.00 per hour
LPN	Licensed registered nurse to provide direct nursing services to students.	$15.00 per hour

A school may request an increase in the above rate of pay for approval by the Extended Day Coordinator and System Director, based upon an individual's experience and specialized needs of the local school program.

TEMPORARY/PART-TIME EMPLOYEES

Based upon the needs of the school system and local schools, the TCSS may employ temporary and/or part-time individuals. As a part-time/temporary employee, the employee is generally not eligible to participate in any fringe benefits, retirement program, or other benefits associated with permanent, regular employment. Additionally, part-time/temporary status does not entitle the individual to any special consideration for permanent or full-time employment.

SUPPLEMENTS

All supplements included in this salary schedule are for one year only, approved by the board annually, and <u>are</u> <u>not</u> included when base salary is computed. The principal or supervisor must recommend a particular employee for a specific supplement each school year. In addition to the supplements listed in this salary schedule, the Central Office and local schools may enter into supplemental contract agreements for other supplemental duties. No continuing service status in the supplemental position is implied or should be assumed by the individual receiving a supplement. A supplemental contract is required for all TCSS and school supplements requiring board approval.

The Board authorizes each local school principal to provide up to $125 per person, per event in supplemental pay for ***<u>certified</u>*** employees who work events such as ticket collection for athletic events, detention, and other school-specific after-hours activities. These supplements do not need any additional board approval. Any supplemental pay shall be paid using local school funds and shall be reflected on the monthly principals' service reports. The principal is **<u>required</u>** to maintain written documentation at the local school to support any additional supplemental pay under this provision. Classified employees may not be paid a lump sum or "fixed" monthly amount for any supplemental assignment. Classified employees will be compensated for supplemental duties at their hourly rate of pay, including any overtime.

All supplements, whether paid for by the Central Office or by a local school, are just that – supplemental contracts. An employee cannot earn a supplement during the day while contracted for his/her primary position with the school system. An employee is expected to perform most of the work on supplemental duties during his/her lunch, prep period, before or after school, or during the summer.

If, at any time during the dates of a supplemental assignment, the principal or supervisor determines it to be in the best interest of the TCSS for an employee's supplemental employment to be terminated, they may recommend the Superintendent terminate the supplemental assignment. If the Superintendent agrees with this decision, the Superintendent will provide the employee written notice of his/her decision and the supplemental contract, and any further supplemental salary not already earned shall end. This also applies to transfers, resignations from supplemental assignments or termination of employment from the TCSS for any reason. If an employee is terminated or resigns from a supplemental position or the TCSS, the TCSS is authorized to recoup from the employee's pay, all sums paid but not earned, as the circumstances require (e.g. extended days for summer workouts, band, etc.). See the appendix to the Salary Schedule for specific supplemental responsibilities. If supplemental duties cannot be performed by the employee because of a full or partial cancellation of a season or school term, supplements will be stopped or reduced accordingly.

All supplemental contracts and incentive supplements are contingent on the school system maintaining available funding.

Supplemental Position	*Extended Days***	*0-3 Years Exp*	*4-6 years Exp*	*7+ Years Exp*
Athletic Director				
High School				
4A-6A		4,000	5,000	6,000
1A-3A		3,000	4,000	5,000
Middle School		2,000	3,000	4,000
Associate Athletic Director				
5A-6A		2,000	2,500	3,000
Football				
Head Varsity Football Coach				
1A-3A	30 (5 –Fall, 5 – Spring, 20 – Summer)	10,000	12,500	15,000
4A	30 (5 –Fall, 5 – Spring, 20 – Summer)	11,000	13,500	16,000
5A	30 (5 –Fall, 5 – Spring, 20 – Summer)	12,000	14,500	17,000
6A	30 (5 –Fall, 5 – Spring, 20 – Summer)	13,000	15,500	18,000
Varsity Coordinator (2 per school)	10 (Summer)	4,500	4,500	4,500
Varsity Assistant				
(6 per school) 4A-6A	10 (Summer)	3,200	3,200	3,200
(5 per school) 1A-3A	10 (Summer)	3,200	3,200	3,200
JV Head Coach		1,800	2,000	2,400
9th Grade Head Coach		1,800	2,000	2,400

Middle School Head Coach	10 (Summer)	2,860	3,200	3,400
Middle School Assistant (2)	5 (Summer)	1,500	1,500	1,500
Basketball				
Head Varsity Boys	10 (3 –Summer, 7 – End of Season)	6,000	7,500	9,000
Head Varsity Girls	10 (3 –Summer, 7 – End of Season)	6,000	7,500	9,000
Assistant Boys	5	3,200	3,200	3,200
Assistant Girls	5	3,200	3,200	3,200
JV/Boys	3	2,500	2,500	2,500
JV/Girls	3	2,500	2,500	2,500
9th Grade Boys		2,000	2,000	2,000
9th Grade Girls		2,000	2,000	2,000
Middle School Head Coach Boys		1,800	2,200	3,200
Middle School Boys Assistant		1,500	1,500	1,500
Middle School Head Coach Girls		1,800	2,200	3,200
Middle School Girls Assistant		1,500	1,500	1,500
Volleyball				
Head Varsity Coach	10	3,500	4,375	5,250
Assistant Varsity Coach	5	2,000	2,000	2,000
JV Head Coach		2,250	2,250	2,250
9th Grade Coach		1,000	1,000	1,000
Middle School Head Coach		2,250	2,250	2,250
Middle School Assistant Coach		1,000	1,000	1,000
Baseball				
Head Varsity Coach				
1A-3A	10 (3 – Summer, 7 – End of Season)	3,000	4,000	5,000
4A	10 (3 – Summer, 7 – End of Season)	3,500	4,500	5,500
5A	10 (3 – Summer, 7 – End of Season)	4,000	5,000	6,000
6A	10 (3 – Summer, 7 – End of Season)	4,500	5,500	6,500
Assistant Varsity Coach	5	2,250	2,250	2,250
JV Head Coach	3	1,750	1,750	1,750
9th Grade Coach		1,200	1,200	1,200
Middle School Head Coach	3	1,750	1,750	1,750
Middle School Assistant Coach		900	900	900
Softball				
Head Varsity Coach				
1A-3A	10 (3 – Summer, 7 – End of Season)	3,000	4,000	5,000
4A	10 (3 – Summer, 7 – End of Season)	3,500	4,500	5,500
5A	10 (3 – Summer, 7 – End of Season)	4,000	5,000	6,000
6A	10 (3 – Summer, 7 – End of Season)	4,500	5,500	6,500
Assistant Varsity Coach	5	2,250	2,250	2,250
JV Head Coach	3	1,750	1,750	1,750
9th Grade Coach		1,200	1,200	1,200
Middle School Head Coach	3	1,750	1,750	1,750
Middle School Assistant Coach		900	900	900
Track				
Head Varsity Boys		1,750	2,200	2,700
Head Varsity Girls		1,750	2,200	2,700
Head Varsity Boys/Girls Combined*		2,750	3,400	4,000
Assistant Coach		1,000	1,000	1,000
Cross Country Boys/Girls Combined*		2,000	2,000	2,000
Cross Country Boys		1,150	1,150	1,150
Cross Country Girls		1,150	1,150	1,150
Indoor Track Boys/Girls		1,000	1,000	1,000
Middle School Track		1,000	1,000	1,000

Middle School Cross Country Boys/Girls		1,000	1,000	1,000
Tennis				
Head Varsity Boys		1,750	1,750	1,750
Head Varsity Girls		1,750	1,750	1,750
Head Varsity Boys/Girls Combined*		2,500	2,500	2,500
Middle School Head Coach		1,500	1,500	1,500
Soccer				
Head Varsity Boys	5	3,000	3,500	4,000
Head Varsity Girls	5	3,000	3,500	4,000
JV Coach		2,500	2,500	2,500
High School Assistant Coach (New)		2,000	2,000	2,000
Middle School Head Coach		2,000	2,000	2,000
Middle School Assistant Coach		1,000	1,000	1,000
Golf				
Head Varsity Boys		1,250	1,250	1,250
Head Varsity Girls		1,250	1,250	1,250
Middle School Coach		750	750	750
Wrestling				
Head Coach	10	3,000	4,000	5,000
Assistant Coach	5	1,500	1,500	1,500
Middle School Coach		1,000	1,500	2,000
Flag Football				
Head Coach	5	2,500	3,250	4,000
Assistant Coach		2,000	2,000	2,000
Bowling and/or Swimming				
Head Coach		800	900	1,000
**A combined supplement is appropriate If boys/girls compete in same competitions and have same practice time. If boys/girls teams do not share competitions/practice time, a coach may receive both supplements.*				
Cheerleading				
Varsity Football	5	1,600	2,000	2,400
Junior Varsity Football	5	1,400	1,400	1,400
Varsity Basketball		1,600	2,000	2,400
Junior Varsity Basketball		1,400	1,400	1,400
Middle School Football		900	1,100	1,300
Middle School Basketball		900	1,100	1,300

SPORT SEASONS

Fall	Winter	Spring	Year-Round/Seasonal
Volleyball Cross Country	Basketball Wrestling Indoor Track Bowling Swimming	Baseball Softball Soccer Golf Tennis Track	Football (Fall games, spring practice, summer) Danceline Majorette Colorguard Fishing

Supplemental Position		
Band Director*+		
High School Band Director		
4A-6A	7500	20 (5 – Fall, 5 – Spring, 10 – Summer)
1A-3A	7000	20 (5 – Fall, 5 – Spring, 10 – Summer)
High School Assistant Band Director	3250	20 (5 – Fall, 5 – Spring, 10 – Summer)
Middle School Band Director*	2500	15 (5 – Fall, 10 – Summer)
Auxiliary		
High School Auxiliary Sponsor (3)	1500	5
Middle School Dance	1250	
Fine Arts*+		
High School Choral (2 for 6A)	2500	
Middle School Choral	1250	
High School Drama/Musical Theater	2500	
Academic and Enrichment Supplements		
High School Scholar's Bowl	720	
High School Math Team	720	
High School Debate	720	
High School Enrichment	720	
Middle School Scholar's Bowl	680	
Middle School Math Team	680	
Middle School Debate	680	
Middle School Enrichment	680	
Elementary Enrichment	360	
Additional Supplements		
Fishing Club	1000	
High School Yearbook	720	
Middle School Yearbook	680	
Elementary School Yearbook	360	
PST Chair (2 for ADM over 1000)	720	
504 Chair (2 for ADM over 1000)	720	
Building Test Coordinator	720	
After School Detention	$15/hr	
Special Education Key Teacher	720	
System Special Olympics Coordinator/Coach	720	
Bus Monitor	$25/Run	
TCSS Sick Leave Bank and Catastrophic Leave Coordinator (Central Office)	2400	
Itinerant RN Supervisors	3000	
Teacher Mentor	TBD by ALSDE	
School Information Systems Operator*	Up to 3000	
Fine Arts System-Wide Chair (3)	2500	
TCSS Farm Coordinator	$2500/mo	
TCSS Emergency Communications Coordinator	$400/mo	

Academic supplements require practice and participation in at least two competitions.

Enrichment supplements are based upon a school's individual needs (e.g., robotics, archery, Battle of the Books, etc). Written justification from the principal required.

*See the Appendix for specific supplemental position responsibilities

**Unless specifically noted, extended days are not earned until the season concludes

+Must hold valid Alabama certification in area of fine arts (e.g., instrumental music required for band director supplement).

Technology Supplements

Student Enrollment	Inventory Specialist	Technology Specialist	Digital Learning Coach
0-299	900	900	900
300-499	1200	1200	1200
500-799	1500	1200 (2)	1200 (2)
800-1099	1800	1500 (2)	1500 (2)
1100+	2100	1800 (2)	1800 (2)

LWEC Employee Supplements

Years* with TCSS	Certified Teacher	Classified Paraeducator
1-2 years	$3000	$1000
3-4 years	$4000	$2000
5 or more years	$5000	$3000

SLP's assigned full-time to LWEC will receive a $3000 supplement, regardless of years with TCSS. All other classified staff, except for CNP, assigned full-time to LWEC will receive a $1000 supplement.

*Years mean complete, full years as defined by the Students First Act.

INCENTIVE SUPPLEMENTS

POSTSEASON INCENTIVE ELIGIBILITY
For purposes of this salary schedule, a team shall be considered to have qualified for the AHSAA postseason when the team, or one or more student-athletes representing the team in an individual, relay, doubles, or similar event, earns advancement beyond the initial AHSAA area, region, section, or other qualifying level of competition. Participation in an initial postseason or qualifying even that is open to all eligible teams or participants shall not, by itself, constitute postseason qualification.

HIGH SCHOOL INCENTIVES
Head Coach will receive $500 for each team that qualifies for the playoffs or championship meet. Assistant Coach(es), Head Cheerleading Sponsor, Band Director, and Auxiliary Sponsor will receive one-fourth (1/4) of the amount paid to the Head Coach. Playoffs are defined as the winning team advancing to the next round while the losing team does not. Second place teams in the area championship tournaments would not qualify for this incentive. For sports that have athletes who qualify for postseason, but not a full team, the head coach will receive $100 for each individual athlete, up to $500.

STATE CHAMPIONSHIP INCENTIVES
Head Coach will receive $5,000 for each team winning the State Championship or $2,500 for Runner-Up. Assistant Coach (es), Head Cheerleading Sponsor, Band Director, and Auxiliary Sponsor will receive one-fourth (1/4) of the amount paid to the Head Coach. Coaches and sponsors MUST participate in EVERY contest to be eligible for the incentive. All playoff or championship incentives will be paid to the coach listed by position on the athletic supplements of the salary schedule. The playoff incentive is not cumulative and does not increase by rounds. If a team advances to the state championship, only the state championship incentive will be awarded for winning the championship or placing second as the runner-up. For sports that have athletes who qualify for postseason, but not a full team, the head coach will receive $200 for each individual athlete who wins a State Championship and $100 for an individual Runner-Up. For example, a tennis doubles team wins the state championship – the coach would receive $400). The total amount for individual State Championship incentives will not exceed $1,000.

MIDDLE SCHOOL CITY/COUNTY CHAMPIONSHIP INCENTIVES
Head Coach will receive $1,000 for each team winning the City/County Championship or $750 for Runner-Up. Head Coach will receive $1,000 for each team completing an undefeated season. Head Coach will receive a total of $2,000 dollars for completing an undefeated season and winning the City/County Championship. Head Coach will receive a total of $1,750 for completing an undefeated season and finishing as the runner-up for the City/County Championship. Assistant Coach(es), Head Cheerleading Sponsor, Band Director, and Auxiliary Sponsor will receive one-fourth (1/4) of the amount paid to the Head Coach. Coaches and sponsors MUST participate in EVERY contest to be eligible for the incentive.

ATHLETIC DIRECTORS
The Local School Athletic Director (AD) will receive one-tenth (1/10) of the amount paid to the Head Coach for each team winning a state and/or City/County Championship. Notes: Both High Schools and Middle Schools must play the minimum number of contests/games listed on the Annual Sports Calendar issued by the Alabama High School Athletic Association. Coaches and sponsors must participate in every game/contest to qualify to be eligible for incentives. The number of incentives paid will be equal to the number of supplements for each sport provided by HR.

Local school ADs will submit the list of all eligible coaches for the incentives and their current positions for each sport at the beginning of each season. Local School principals will submit a list of band directors and auxiliary sponsors at the beginning of the school year. ~~Also, the~~ Once the local school AD believes a coach director, or sponsor is eligible for the , the local school AD will tabulate each incentive and submit it to the ~~District Athletic Director~~ Assistant Superintendent of System Operations for approval. ~~Band Directors will submit the name of the Auxiliary sponsor at the beginning of each season~~. All incentives will be submitted to the Superintendent and will have to be approved by the board. The Assistant Superintendent for System Operations will have the final determination for athletic incentive eligibility.

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FINE ARTS INCENTIVES

These incentives are to recognize and compensate performing arts directors for the exceptional time commitment, preparation, and prestige brought to the school district when an ensemble is selected through a competitive audition, invitation, or application process to perform at major state, national, or high-profile public events.

QUALIFING CATEGORIES AND TIERS*

Tier 1: National Music Educator Conferences / Major Concert Venues

Description: Performance at a national convention (e.g., The Midwest Clinic, NAfME National Conference, ACDA, Music for All National Concert Band Festival,) or a nationally renowned concert hall as an invited featured clinician ensemble. Supplement Amount: Director: $2500 Assistant Director: $1250

Tier 2: State Music Educator Conventions / Major State Events

Description: Performance as an invited performing ensemble at the state music educators' association conference (e.g., AMEA) or equivalent official state-level showcase. Supplement Amount: Director: $1000 Assistant Director: $500.

Tier 3: High-Profile National/International Parades and Events

Description: Participation in nationally televised or internationally recognized parades (e.g., Macy's Thanksgiving Day Parade, Rose Parade, Tournament of Roses, or equivalent nationally broadcast events) requiring a rigorous selection and invitation process. Supplement Amount: Director: $1500 Assistant Director: $750.

*Other events may be included for that are not on this list (e.g., Winter Guard International, Bands of America). The Assistant Superintendent of Teaching and Learning will make the final determination for eligibility.

GENERAL PROVISIONS AND ELIGIBILITY

The invitation or selection must be competitive, peer-reviewed, or adjudicated. Invitations that are purely pay-to-play without a selective application process do not qualify. The directors must actively participate in all preparatory phases, rehearsals, and the actual performance to receive the supplement. If a single ensemble or director qualifies for multiple tiers within the same academic year, supplements are cumulative and will be capped at a total of $5000.

All performance travel and supplement requests must receive prior approval from the local school principal and the superintendent. Funding is subject to annual budget availability and board approval. To process the supplement, the principal must submit the following to Human Resources following the event:

1. Official written notification or invitation letter from the event organizers or selection committee.
2. Approved Tuscaloosa County School System Professional Leave Form
3. The final event program or performance schedule listing the school ensemble.
4. Verification of attendance and completion of the performance signed by the school principal.

NOTES

- To receive the full supplement, the athletic team must meet the minimum season requirement as established by the AHSAA (Alabama High School Athletic Association).

- A coach may receive more than one extended contract provided that the extended days (seasons) do not overlap. For example, a head football coach (30 days) could not receive another extended day contract for coaching another sport. However, an assistant football coach (10 days) could also receive an extended contract as the head baseball coach (10 days).

- All supplements and extended contracts will be prorated accordingly with resignations and terminations before the end of the contract year regardless of when an athletic season or other obligation required by the supplement ends. Extended day contracts are spread over twelve (12) months for salary purposes, but if an employee resigns prior to completing the supplemental assignment, the employee must repay any supplemental pay received for extended days that had not been earned. Similarly, an employee who resigns a supplemental position prior to the start of the season must repay any supplemental received prior to the start of AHSAA-designated practice and season schedules.

- One coach should not earn two supplements during the same season within the same sport (except for football – e.g., Varsity Assistant, JV Head).

- Specific supplemental positions have job duties included in the Appendix of this Salary Schedule. These duties are subject to change.

- Experience is determined by verified teaching experience as detailed on pages 8-9 of this document for placement on the teacher salary schedule.

- All supplements, including incentive supplements, are subject to proration in the event local fund revenue is not sufficient to support the 2026-2027 supplemental salary schedule.

*GRASS CUTTING – ATHLETIC AND BAND FIELDS**

(SCHOOLS WILL PAY ½ THE COST OF GRASS CUTTING SUPPLEMENTS)

*To receive the grass cutting supplement, the employee must maintain the actual field as well as the surrounding perimeter (e.g., a reasonable area outside of fence as determined by the school principal).

POSITION	SCHOOL/SPORT	ANNUALLY
Grass Cutting	***TCHS***	
	Turf Football Field*	1,250.00
	Baseball	1,750.00
	Softball	1,200.00
	Track	1,200.00
	Practice – Band	550.00
	Practice – Football	550.00
	Practice – Softball	550.00
		7,050.00
	HILLCREST HIGH	
	Turf Football Field*	1,250.00
	Practice – Football	550.00
	Baseball	1,750.00
	Softball	1,200.00
	Practice – Band	550.00
		5,300.00
	BROOKWOOD HIGH	
	Turf Football Field*	1,250.00
	Baseball	1,750.00
	Softball	1,200.00
	Practice – Soccer	550.00
	Practice – Band	550.00
	Practice – Football	550.00
		5,850.00
	HOLT HIGH	
	Football	3,500.00
	Practice – Football	550.00
	Baseball (2)	1,750.00
	Softball	1,200.00
		7,000.00
	NORTHSIDE HIGH	
	Turf Football Field*	1,250.00
	Practice – Football	550.00
	Baseball	1,750.00
	Softball	1,200.00
	Softball	1,200.00
		5,950.00
	SIPSEY VALLEY HIGH	
	Turf Football Field*	1,250.00
	Practice – Football	550.00
	Baseball	1,750.00
	Softball	1,200.00
		4,750.00

*This is for the grass areas surrounding the turf football field and any turf management.

POSITION	SCHOOL/SPORT	ANNUALLY
Grass Cutting	***BROOKWOOD MIDDLE***	
	Baseball	1,000.00
	Softball	700.00
		1,700.00
	COLLINS-RIVERSIDE INTERMEDIATE	
	Practice – Softball	550.00
	Practice – Football (2)	550.00
		1,100.00
	DAVIS-EMERSON MIDDLE	
	Practice	550.00
	DUNCANVILLE MIDDLE	
	Baseball	1,000.00
	Softball	700.00
	Practice – Football	550.00
		3,350.00
	ECHOLS MIDDLE	
	Football (stadium)	3,500.00
	Baseball	1,750.00
	Softball	700.00
	Practice	550.00
		6,500.00
	HILLCREST MIDDLE	
	Softball	700.00
	Practice - Football	550.00
	Practice - Softball	550.00
		1,800.00
	NORTHSIDE MIDDLE	
	Softball	700.00
	Practice	550.00
		1,250.00
	SIPSEY VALLEY MIDDLE	
	Practice – Baseball/Softball	550.00
	Practice – Band/Football	550.00
	Practice – Utility/General Practice	550.00
	Cross County Track	550.00
		2,200.00

APPENDIX Supplemental Job Responsibilities

Fine Arts

All are expected to collaborate/participate whenever possible on a school or system-wide basis (e.g., band provides music for school musical, choir performs in an All-County performance, etc.). Participation is expected when these events are offered.

Band

- Attend Music Performance Assessment (may attend for comments only)
- Attend District Solo and Ensemble
- Have a minimum of two band concerts
- Attend one marching band competition/exhibition
- Have students audition for All-State Band and other individual and ensemble auditions/performances
- Middle school band directors must work summer extended contract days with students, either at the high school and/or middle school level (e.g., high school and/or middle school band camp)

Choir

- Attend AVA Performance Assessment
- Minimum of two choir concerts
- Prepare and accompany students to events such as All-State and Solo and Ensemble

Theatre

- Perform two productions (e.g., musical, straight play), one of which is of substantial complexity
- Prepare and accompany students to individual and ensemble auditions/performances (e.g., district/state Trumbauer festival).

Technology

Inventory Specialist

The Inventory Specialist's (IS) supplemental role is to assist and oversee any inventory processes at the local school in collaboration with the bookkeeper and Central Office departments. The IS should be a trusted employee who is a clearly organized process-thinker and who works well with others to accomplish detail-oriented tasks. Example duties include:

- Maintain an accurate school inventory in the district asset management system.
- Organize systems so local employees take ownership of the inventory entrusted to them.
- Work with the bookkeeper and IT department to ensure all relevant school purchases are inventoried appropriately.
- Follow district policies for the recycling and disposal of technology and all other equipment.
- Serve as point of contact for all district- and school-level inventory reporting including the annual ALSDE inventory report.
- Advise administrators on the life expectancy of hardware and software in their building as well as assist with the development of a healthy hardware lifecycle.
- Support the TCSS-Connect initiative processes including Start of Year and End of Year processes.
- Report on risks, issues, and the progress of technology initiatives to school level and district level administration.

Digital Learning Coach

The Digital Learning Coach's (DLC) supplemental role is to work collaboratively with classroom teachers to support the integration of technology into their instructional practices and assist in the implementation of the district digital citizenship curriculum. The DLC should be a proven school leader

with great communication skills that is both actively engaged with colleagues and students and continually innovates to find the best instructional practices. Example duties include:

- Establish an environment that encourages innovative, creative, and independent use of instructional technology throughout the school.
- Develop professional learning on how to effectively use technology tools and resources.
- Provides guidance and support to teachers in the creation of technology-enhanced lesson plans and activities.
- Collaborate with other DLC's to build the capacity for effective technology use in instructional practice.
- Support the district digital citizenship platform as a local school manager.
- Assist with development, refinement, and implementation of district curriculum, instruction, and assessments.
- Report on risks, issues, and the progress of technology initiatives to school level and district level administration.

Technology Specialist
The Technology Specialist's (TS) supplemental role is to support the teachers with basic, level one troubleshooting with devices and computers, and to help improve the overall use of technology. The TS should be a local school employee who has demonstrated established technological skill and who is willing to support classroom needs and district initiatives to support student success. Example duties include:

- Train teachers & students on the basics of IT systems including:
    - How to put in an IT Ticket.
    - Where to find common portals, communications and resources that are essential for job functions.
    - Basic troubleshooting of IT equipment used in the classroom.
    - Cybersecurity Awareness for staff such as Phishing alerts and KnowBe4 trainings.
- Develop a student tech-team to support technology needs of teachers and students.
- Advise administrators on the life expectancy of hardware and software in their building as well as assist with the development of a healthy hardware lifecycle.
- Partner with Central Office IT department on how to efficiently and effectively support learning technology at their school building
- Support the TCSS-Connect initiative in all processes including Start of Year and End of Year processes.
- Report on risks, issues, and the progress of technology initiatives to school level and district level administration.